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Council Votes to Create Academic Freedom Fund

Council Guests (left to right) — Helen Chan, Nancy Olivieri, Peter Durie, Brenda Gallie & John Dick.

On Nov. 23, CAUT Council delegates voted overwhelmingly to create the CAUT Academic Freedom Fund to aid CAUT and its local associations in vigorous defence of academic freedom. The fund's initial target is to raise $1 million.

"Academic freedom in under attack as never before in CAUT's 50-year history," said CAUT president Tom Booth. "We and our local associations must have the resources to defend this cornerstone of academic life."

Each member association of CAUT will be a member of the fund, with the CAUT executive serving as fund trustees. Application has been made to secure charitable status for the fund.

The fund will rely entirely on donations which will be sought from member associations, foundations, as well as individuals – both immediately and through a bequest program.

After Council's creation of the fund, Vic Catano, CAUT vice-president and president of Saint Mary's University Faculty Union, issued a challenge to other faculty associations, "Saint Mary's University Faculty Union is pledging $100 per member to the CAUT Academic Freedom Fund. That is a total of $22,000. We challenge other members of CAUT to make the same commitment." Catano said the money will be paid in equal installments over the next five years.

Allen Britten, president of the University College of Cape Breton Faculty Association, advised Council that he had taken a poll of his executive who had approved an immediate donation of $10 per member, and made a commitment to donate, in addition, whatever is recommended for all associations "This is our fire insurance," Britten added.

"CAUT will be asking all associations to consider similar support," said CAUT executive director Jim Turk. "The fund will give CAUT the ability to assure that each association has the capability to protect its members' academic freedom, no matter what."

Approval of the fund capped a Council that focussed on academic freedom. Jon Thompson, professor of mathematics at the University of New Brunswick and chair of the independent committee of inquiry into the case of Dr. Nancy Olivieri at the Hospital for Sick Children and the University of Toronto summarized his committee's report for delegates.

Later that day, Council was addressed by Olivieri, and her colleagues Helen Chan, John Dick, Peter Durie and Brenda Gallie. They talked about their experiences in recent years and what the attack on their academic freedom meant to them.

Gallie, director of the retinoblastoma program at the Hospital for Sick Children and head of the division of cancer informatics at the Ontario Cancer Institute, stressed the importance of academic freedom. "The whole basis of the honest pursuit of health is under assault in the face of commercial interest," she said.

Dick, senior scientist in the program in cancer/blood research of the Research Institute of the Hospital for Sick Children and a professor of molecular and medical genetics at the University of Toronto, said relationships between drug companies and hospitals and universities are pervasive. "To me, academic freedom means something very real: the health of all Canadians," he told delegates.

Council was also addressed by Sir David Weatherall, Emeritus Regis Professor of Medicine at Oxford, and a world authority on blood disorders of the type Olivieri studies. Weatherall stressed the importance of academic freedom in assuring the integrity of research. "We've got to get his right," he said. "It's not just for the sake of the truth and what we think the university stands for but certainly, in my view, for the sake of patients everywhere." ■

Sick Kids Fires Top Genomics Scientist

A top University of Toronto scientist has been fired by the Hospital for Sick Children over a dispute about the future of the public domain GDB Human Genome Database.

Dr. Jamie Cuticchia, head of the hospital's bioinformatics supercomputer centre and professor of medical biophysics at the University of Toronto, was locked out of his hospital office on Oct. 19 and dismissed on Nov. 1.

"My office and personal effects were seized, hospital staff were given access to my personal and project papers, my email and my computer files. My assistant was unable to enter her office, had the keys to her desk confiscated and was escorted out of the building," Cuticchia said.

"The actions taken here set a precedent that an academic health science centre can seize the offices of its scientific staff without providing reasons to them, can take one's research program and hand it over to other researchers, and can seize both grants and the products of one's academic research without due process or explanation," he added.

The hospital alleges that Cuticchia and his colleagues illegally transferred the GDB's Internet domain name to a Maryland-based non-profit company. Cuticchia argues that the transfer was part of a legitimate effort to raise funds to keep the world's only large public domain database alive.

"This is a matter of grave concern," said CAUT president Tom Booth. "CAUT will be investigating the matter and will see that Cuticchia's academic rights are protected."

The University of Toronto has maintained Cuticchia's appointment.

The GDB was created in 1990 as an international compendium of data on human genome research. It was funded by the U.S. Department of Energy, the National Institutes of Health, and a number of other funding sources. It was formed as a public database to provide data free of charge to academic researchers without copyright restrictions. Private companies have also used GDB as an important source of data.

Cuticchia began working on the database at Johns Hopkins University in 1992. When the U.S. Department of Energy cut funding for GDB, Cuticchia obtained funding from IBM, Oracle, and an anonymous donor to continue his research in GDB at Toronto's Hospital for Sick Children in 1998.

Since then Cuticchia has raised $50 million in grants and contributions while at HSC. His grants funded the purchase of Canada's largest supercomputer, which was made available free of charge for Ontario researchers through the Ontario Centre for Genomic Computing, a project directed by Dr. Gregg Silk, who was dismissed along with Cuticchia.

According to Cuticchia, "GDB requires funding and staff to create a new version of the outdated software while guaranteeing continued free access to academic researchers."

The goal was to raise money for GDB to ensure free academic access over the Internet, while providing copies of the database for companies with commercial licenses. This revenue model has also been accepted by many other biological databases.

"All software developed in this arrangement would be placed in the public domain, and all data freely available for scientific use," Cuticchia said. "The only condition of funding would be that GDB data could be packaged with proprietary data from the funding body and made available to commercial organizations for a fee. In this process, no intellectual property of GDB would be transferred to funding corporations. Rather, the IP created under the funding would be transferred to the GDB and the public domain." ■

Strike Vote at Dalhousie University

The 772 members of Dalhousie Faculty Association have voted to strike. Professors are seeking wage increases of 12 per cent over three years, faculty renewal provisions and improvements to family leaves.

"We want to settle at the table but there have to be serious and productive negotiations," said DFA president Andy Wainwright. The collective agreement expired in June. ■

Our Universities. Our Future.

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CAUT ACPPU
BULLETIN

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Association canadienne des professeures et professeurs d'université

2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRÉSIDENT
Tom Booth

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR/RÉDACTRICE EN CHEF
Liza Duhaime

ADVERTISING & CIRCULATION/PUBLICITÉ ET DIFFUSION
Lynn Braun

GRAPHIC DESIGN/GRAPHISME
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Questions regarding subscriptions and distribution can be directed to Natalie Savard, Tel: 613/820.2270; Fax: 613/820.7244; Email: savard@caut.ca.

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LETTERS COURRIER

Olivieri Report Deemed One-Sided, Anti-Business

CAUT recently published the report of the committee of inquiry into the case of Dr. Nancy Olivieri, the University of Toronto researcher who has been in an ongoing conflict with the pharmaceutical company Apotex.

Although the report is lengthy, the committee of inquiry fails to tackle the central ethical problem in the case.

Ethics is the study of moral choice. Specifically, ethics is the field that helps one deal with ambiguity and conflicting interests on the way to making a moral decision. Ethics is not merely about doing good. A question such as, "Should I feed my children?" does not raise ethical issues because there is only one logical answer. The question, "Should I steal to feed my children?" is a difficult ethical issue because the question begs other questions: steal from whom? – other families? – the King's forest? The answer to the question will depend on the details of the conflicting responsibilities.

The report merely crafts a lengthy defense of Dr. Olivieri, and a lengthy criticism of Dr. Gideon Koren (her colleague at U of T), Dr. Michael Spino (also a colleague of Dr. Olivieri and a representative of Apotex) and Apotex.

Not once does the report attempt to sift through the interlocking responsibilities and interests of the many parties involved. It fails completely to discuss the fact that Dr. Olivieri seems not to have understood her multiple and possibly conflicting obligations. As such, the report offers no real help to other academics in similar situations.

Here is one quote from the report: "Had Dr. Olivieri acceded to Apotex's proposal, she would not have been informing the REB of a risk to patients that she had identified as a result of her analysis of the data. In such an event, she would not have fulfilled her ethical obligation to patients in the trial."

This statement focuses on a single issue – Dr. Olivieri's obligations to patients. She also had obligations to her colleagues, to act in concert. She had legal obligations to Apotex. Her colleagues also had obligations to the patients. Her colleagues had obligations to Apotex, both legal and professional.

Having read and reread the report, I have the impression Dr. Olivieri gave Dr. Koren and Dr. Spino an ultimatum. Rather than recognizing she had a responsibility to act in concert, as well as a responsibility to patients, she took on the "my way or the highway" attitude. She should have worked much harder at trying to see the merits of her colleagues' views and convincing them of her case. She acted as if she had no respect for her professional colleagues, and cared little for their views or the harm her unilateral actions would cause. The report is ultimately an attempt to justify that bull-headed behaviour.

Dr. Olivieri is not atypical in academic circles. Egos are huge and many academics feel they alone know the truth. This has and will continue to create serious difficulties in contractual relationships.

Universities need to build links with business, government and many organizations in society. Most often, these relationships will be enabled by some form of agreement, contract or letter of intent. Academics need to understand and deal with the potential conflicts that such arrangements bring. CAUT's committee of inquiry wishes to shelter academics within the ivory pure university, thus protecting them from "increased pressures on universities," and allowing them to behave like spoiled brats.

I wonder why the committee had such a blind spot when it came to Dr. Olivieri's professional and contractual responsibilities to a colleague at Apotex. I suspect the blind spot results from a belief that corporations are bad. Many CAUT positions appear to start from this premise. In a CAUT Commentary from May 99, we read "corporate partnerships are threatening accessibility, academic freedom, university autonomy and research integrity." It is plain CAUT, like many academics, distrusts business.

A lack of respect and understanding of the views and interests of partner organizations can only lead to conflict. The Olivieri report has just added a few more bricks to the ivory tower.

This report will be widely discussed. Some of its suggestions will likely be implemented. Under the guise of protecting academic freedom, it will make contractual agreements with businesses more difficult. My ability to enter freely into legal arrangements with potential sponsors will be compromised, resulting in a loss of my real academic freedom. Does CAUT actually care about academic freedom? I don't think so.

CLAUDE DALEY
Engineering & Applied Science, Memorial University of Newfoundland

Distance Education Vital Link for Many Women

As a women's studies professor I was delighted to see the "tribute" to my area of research and teaching in your recent Status of Women Supplement (*Bulletin,* October 2001). Women's Studies is still a relative newcomer to the academy and it is important that we have a better appreciation of its achievements and its struggles as part of a national and international academic community. The articles reminded me of the importance of celebrating our accomplishments, and honouring the many individuals whose vision, energy, dedication and determination are at the heart of the dynamic, transformatory project that is women's studies.

A primary objective of women's studies is to disrupt existing hierarchies of power. It strikes me as ironic, then, that this special issue failed to mention women's studies at Athabasca University and the significance of open, distance education in broadening post-secondary educational opportunities for women (and men) of all social backgrounds. The appeal of distance education for women is clear. Historically, about 66 per cent of AU students have been women. Women living in rural areas and in remote communities tell us that AU was their only chance for post-secondary education.

Completing a university degree at a distance is difficult but it gives women the flexibility many need as they continue to work and fulfill family responsibilities. Women's studies can be an important part of a woman's education, giving her context and perspective on her own life circumstances and a critical analysis of social inequality.

There are even those students who study in secret because their educational goals threaten family members, putting the student at risk of ridicule or other forms of abuse. For these students distance education can be the only safe way to higher education. It is also important to point out that about one-third of our students go on to graduate studies in traditional universities where they are at least as successful as other students.

For those of us who work in distance education and daily see how distance education works in our students' lives, CAUT's tendency to overlook distance education is disappointing. At the very least this oversight obscures a vital part of post-secondary education in Canada and misses opportunities for critically assessing its advantages, challenges and limitations. Certainly for an association that represents university teachers a full and open debate on the range of current delivery systems is in the interests of all members, our students, and institutions.

CATHY CAVANAUGH
Center for Work & Community Studies, Athabasca University

Cartoon Use Criticized

The cartoons you published in the November 2001 *Bulletin* reach new levels of offensiveness and ignorance.

In one cartoon, you liken the terrorist assault on the World Trade Center that caused the incineration of more than 3,600 innocent people with the actions of our democratically elected government in proposing an anti-terrorist bill to the Canadian parliament. This is a grotesque example of moral obtuseness.

In the second cartoon, you characterize the World Trade Organization as a dictatorship on par with Hitler's Nazi Germany and Stalin's Soviet Union, thus trivializing the brutal murders of millions of innocent people.

Just what were you thinking when you decided to print those cartoons?

CLIVE SELIGMAN
Psychology, University of Western Ontario

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President's Column

Everyone Benefits from Public Hearings

By TOM BOOTH

SEVERAL months have lapsed since CAUT issued the report on the Halifax hearings held last spring. These hearings addressed the future of university education in Canada. Various issues were raised: tuition fees and student debt, public funding and commercialization, infrastructure, quality of education, and accessibility.

Commissioners and public witnesses to the hearings concluded that tuition fees and student debt had reached the breaking point. It was recognized that integrity and independence of research would be further jeopardized without renewal of lost public funding. Facilities in which to study and conduct research and effectively advance the teaching mission of the city's universities had been seriously compromised. Participants acknowledged that any long-term solutions to 'cure the patients' had to start with renewed funding commitments requiring Ottawa and the provinces to reform or replace the Canada Health and Social Transfer with an alternative arrangement

In the months ahead, several more public hearings into the future of post-secondary education are scheduled. These events are now more important than ever.

It is widely accepted that an affordable, accessible and high quality post-secondary education system is essential to the cultural, social and economic development of our nation. An open and dynamic democratic society demands the critical thinking, effective communication and independent inquiry inherent in an academic education. University education nurtures intellectual curiosity and talent and gives rise to a more equitable and inclusive society.

Unfortunately, Canada's ability to reap these benefits has been compromised as a consequence of public funding cuts and fundamental flaws in federal-provincial fiscal arrangements in support of post-secondary education.

The shortfalls are well documented. Real per capita funding of post-secondary education is 17 per cent below that of 10 years ago and it continues to fall. And nearly $7 billion was extracted from federal cash transfers and made unavailable for post-secondary education, health and social assistance during 1996-1998. Although the Canada Health and Social Transfer was markedly increased for health and education in 2000, an immediate investment of $2 billion would be required to restore federal post-secondary funding to the early 1990s level. Also, with adjustments for inflation and population growth, it is estimated that the federal cash contribution available for post-secondary education has decreased by 32 per cent since 1992 – from $2.9 to $1.9 billion.

In 2000–2001, total provincial expenditures on post-secondary education decreased by 3.2 per cent and across Canada, university operating grants, when adjusted for inflation, remained 27 per cent below 1992–1993 levels. All of this has resulted in rising tuition fees, reduced numbers of full-time faculty members, fewer course offerings, larger class sizes, increased use of tele-courses and other such species, dependence on corporate participation and deteriorating infrastructure.

University and college funding by provincial governments is facing new strains as a result of the current economic slowdown. Falling revenues and previously announced commitments to tax cuts mean the combined $30 billion surpluses posted by the federal and provincial governments last year can be expected to turn into a $8 billion deficit for the year to come. We are certainly in for further spending restraint with most of the provinces under balanced budget legislation. Spending freezes and cuts have already been announced in some of our provinces.

In addition, the role of universities and colleges in today's society and economy is increasingly being expanded. The pressing political challenge we face is not only just how much public money we should spend on post-secondary education, but also how we can ensure that this funding better meets the core needs of our colleges and universities.

See HEARINGS Page A9 ☞

Homework!

Misinformation

On the table, there are three boxes. One contains two black marbles; one contains two white marbles, and one contains one white and one black marble. The boxes are labelled according to their contents: BB, WW, and BW. However, the cleaning lady comes along and switches the labels so that all the boxes are incorrectly labelled. You are allowed to take one marble at a time out of any box and replace it, without looking inside, and by this process of sampling, determine the contents of all three boxes. What is the smallest number of drawings needed to do this?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

Trent Appeal Court Dissent Highlights Threat to Autonomy

By DONALD THEALL

A DISPUTE at Trent University – the result of years of provincial underfunding – has led to a recent dissenting opinion in the Ontario Appeals Court. This dissent should raise alarms throughout the academic community concerning further intrusions by corporations or politicians into the academic independence of Canadian universities.

In a case involving faculty members seeking judicial review of a decision by Trent University's board and president to close two of the universities five colleges, the court split two to one. What should cause concern is that the dissenting judge, Justice Sharpe, had been a highly respected dean of the University of Toronto law school. The crucial issues concern what are the actual powers of a university senate and what constitutes educational policy.

In 1906, a Royal Commission reporting on the University of Toronto endorsed the principle of universities being governed through a bicameral division of power between governing boards and faculty senates on the grounds that the history of the U of T had "demonstrated the disadvantage of direct political control." This division gave a general power of overseeing the university to the board, but reserved questions affecting educational policy for the senate.

While the U of T later abandoned the bicameral system, creating a university governing council composed of representatives from all sectors, the senate remains the body that represents the faculty and university community in most Ontario universities. At Trent, the wording of the act establishing the university in 1963 clearly empowers the senate to be a check on unbridled powers of the board in overseeing academic and educational policy. Justice Sharpe in his dissent rightly asserts that the senate must have a say in decisions altering the fundamental educational policies of the institution.

Ostensibly the problem at Trent dealt with the board wanting to divest the university of buildings in downtown Peterborough by closing two colleges. The issue became whether the colleges were an intrinsic part of the educational system and thus a question of educational policy, or merely real estate. When the president indicated the board was not prepared to commit itself to restoring the colleges on the main campus, the senate voted against the closures. This was based on Trent's college system (endorsed by its founding chancellor, Leslie Frost) being conceived as an intrinsic part of the educational experience at Trent, modeled on Oxford and Cambridge, and to a lesser extent Harvard and Yale.

This certainly established with government approval the college system as an aspect of the university's "educational policy," the establishing of which is allocated to the senate in the Trent Act. While the majority of the Court of Appeals supported the current Trent board, saying the issue was a purely fiscal one, Justice Sharpe's dissenting opinion clearly points out that changes of policy concerning the colleges is a question of both fiscal and educational policy and the senate should have had a role in the decision.

Today, rather than just the fear of political manipulation and intervention in universities, there is the added fear (as demonstrated by cases such as Dr. Nancy Olivieri and other recent ones at the U of T) of substantial corporate and political intrusion into the academic policy of universities. Therefore, Justice Sharpe's arguing that Trent's board and president exceeded their powers, and that the powers of the senate should be respected becomes the ground for a vital defence of the independence of academic integrity and freedom within the universities.

While such notions may seem esoteric to the public, they are what constitute the strength and essence of a university system which created the powerful society we currently have in Canada. Such protections have become even more vital since the events of Sept. 11, the aftermath of which has led to a legislative assault on human rights and potentially, freedom of expression.

The fiscal program of the Trent board may make administrative "common sense" in the Premier Mike Harris version of Ontario but the issue is by no means that simple. As subsequent events have unfolded, it is not even certain the board's economic planning for the changeover is sound. If the decision granting a university board sweeping powers is allowed to stand, it raises questions of what we mean by education and by an academic community of researchers and students.

In the oral arguments, lawyers for the university indicated they saw their interpretation of such powers as permitting the board to close a specific department, such as the English department, or presumably to interfere with academic freedom issues involved in the appointment or promotion of faculty members. These are serious issues and, if the freedom that has made the university an effective institution is to be maintained, the division of powers – or some unicameral form of government where the university community has sufficient representation to exercise a veto – must be maintained.

Subsequent events have indicated the board is actually engaged in closing down the college system, thus changing the educational policy and direction of the entire university. Furthermore, a rather extreme overreaction to a student demonstration against this issue and the issue of the corporatization of the university resulted in criminal charges being laid against eight young female students, who were arrested, charged and strip searched for occupying an academic vice president's office. The lark of any attempt at discussion or mediation prior to such action is contrary to Trent's traditions and its strong respect for dissent.

The controversy at Trent represents the very nature of the founding of this university and the conditions of appointment to which faculty members committed themselves. Four previous senior officers of the university – including the founding president, Thomas Symons, a Trent professor who went on to become president of another Canadian university and a third, who became a dean at a large Ontario university – supported the faculty who brought the request to the courts.

The Trent controversy is not merely a local issue. It is a threat to academic autonomy and hence educational quality and the protection of tbe integrity of research everywhere. The provincial government, through the attorney general, intervened before the Appeals Court and supported the Trent board and argued for awarding virtually total power to university boards. Historically our universities were made private institutions precisely in order to protect their role in education and research from external political, corporate, business or personal interests.

The decision of the professors involved in the original application *and of CAUT to appeal the decision* to the Supreme Court of Canada is a good beginning. It is to be hoped the higher court will carry out a close examination of the implications of the issues raised by Justice Sharpe and the need to preserve the independence of the universities of Canada, which has been asserted by such distinguished members of the Canadian academic community as Chief Justice Bora Laskin and Harold Innis.

But it also becomes incumbent on the Canadian academic community – whatever the outcome – to mount an even stronger campaign to establish the independence of our universities from external, non-academic control. ■

Donald F. Theall was the third president of Trent University from January 1980 to June 1987 and is currently University Professor. Previously he had been Molson Professor at McGill University where he was chair of the English department and founding director of the graduate program in communication. He is the author of a number of books including *Beyond the Word: Reconstructing Sense in the Joyce Era of Technology, Culture and Communication* (UTP 1995), *James Joyce's Techno-Poetics* (UTP 1997) and *The Virtual Marshall McLuhan* (MQUP 2001). He has written numerous articles in literary theory, communication, cultural studies and issues involving freedom of expression and academic freedom, the most recent of which appeared in *Interpreting Censorship in Canada* (UTP 2000).

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Tribune libre est une chronique régulière du *Bulletin*. La rédaction invite les lecteurs à soumettre des articles.

CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely:

- CAUT President;
- Vice-President;
- Treasurer; and
- Two members-at-large.

Nominations are also being sought for election to positions on three of the four CAUT standing committees:

- Academic Freedom and Tenure — two vacancies;
- Librarians — two vacancies including the Chair; and
- CBEBC— two vacancies including the Chair.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2002.

EXECUTIVE COMMITTEE MEMBERS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible for assisting the President with his or her responsibilities.

The Treasurer: Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee: Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (up to four per year) including fact-finding missions, drafting of documents, and other related duties.

Librarians Committee: Nominees for positions on the Librarians Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (up to four per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Collective Bargaining & Economic Benefits Committee: Nominees for positions on the CBEBC should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (at least three per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for the Chairs of the Librarians Committee and the CBEBC is two years. (Nominees for the position of chair normally must have served at least one year on the committee.) The term of office for regular members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:
Professor Gordon Shrimpton
Chair, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site); and (5) for nominees to the Academic Freedom and Tenure Committee, a full academic c.v.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found at www.caut.ca under policy.

NOMINATION DEADLINE for *all* positions is March 1, 2002.

APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit :

- La présidence,
- La vice-présidence
- La trésorerie, et
- Deux postes de membres ordinaires de l'ACPPU.

En outre, nous sollicitons des candidatures à des postes à trois des quatre comités permanents de l'ACPPU :

- Deux postes au Comité de la liberté universitaire et de la permanence de l'emploi;
- Deux postes au Comité des bibliothécaires, dont celui de la présidence; et
- Deux postes au Comité de la négociation collective et des avantages économiques, dont celui de la présidence.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2002.

LES MEMBRES DU COMITÉ DE DIRECTION

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

La trésorerie : La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association.

LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi : Les candidats et candidates à des postes au Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (jusqu'à quatre par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

Le Comité des bibliothécaires : Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (jusqu'à quatre par année) notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité de la négociation collective et des avantages économiques : Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (au moins trois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la trésorerie est de deux ans. Le mandat de la présidence du Comité des bibliothécaires et du Comité de la négotiation collective et des avantages économiques est de deux ans. (Les candidates à la présidence doivent normalement avoir siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :
M. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, prom. Queensview Ottawa (ON) K2B 8K2
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; (4) une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, dûment rempli disponible auprès des associations de professeurs ou à www.caut.ca; et (5) pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note : Les renseignements au sujet du dégagement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à www.caut.ca, sous la rubrique énoncés de principe.

LA DATE LIMITE des mises en candidature est le 1er mars 2002.

Agency Denounces Academics for Anti-War Sentiments

A POWERFUL educational organization with strong links to the American government has published a list of more than 100 academics it claims are "failing America" by criticizing the U.S.-led war on terrorism.

The American Council of Trustees and Alumni, co-founded by Lynne Cheney, wife of the U.S. vice-president, and Senator Joseph Lieberman, says that university and college professors were the only group that did not share the country's horror and condemnation of the Sept. 11 terrorist attacks.

"College and university faculty have been the weak link in America's response to the [terrorist] attack," ACTA claims in its report entitled *Defending Civilization: How Our Universities Are Failing America and What Can Be Done About It.* "Proving a shocking divide between academe and the public at large, professors across the country sponsored teach-ins that typically ranged from moral equivocation to explicit condemnations of America."

The ACTA document, which cites statements made by more than 100 academics and students opposed to the war, has some faculty in the U.S. worried the intention was to create a blacklist.

Hugh Gusterson, a professor of anthropology at MIT and one of the academics singled out in the report, told the *Chronicle of Higher Education* that he knows of other professors who have received hate mail for their views and suggested the list was meant as a form of "Soviet-style" intimidation.

"It's sad to see these belligerent nannies trying to restrict what people can learn," Gusterson said.

ACTA accuses professors who spoke out against the war of failing to understand that Western civilization and its values of "democracy, human rights, individual liberty and mutual tolerance" were under attack.

"Rarely did professors publicly mention heroism, rarely did they discuss the difference between good and evil, the nature of Western political order or the virtue of a free society. Their public messages were short on patriotism and long on self-flagellation. Indeed, the message of much of academe was clear: Blame America first."

Faculty have been the weak link in America's response to the attack.

Among the comments reproduced by ACTA is a quote by Noam Chomsky: "[the only way we can put a permanent end to terrorism is to stop participating in it," and a chant heard at a Harvard anti-war rally: "What do we want? Peace! When do we want it? Now!"

The list also includes a statement made by Sunera Thobani, an assistant professor of women's studies at the University of British Columbia, in which she says American foreign policy is "soaked in blood." Thobani is the only non-American academic listed in the ACTA report.

The publication also takes aim at a number of university and college administrations for their response to the terrorist attacks and the war. Institutions like UCLA, for instance, are criticized for announcing plans to expand the number of courses they offer on Islamic and Asian cultures.

"In the rush to add courses, these institutions frequently reinforced the mind-set that it was America — and America's failure to understand Islam — that were to blame," the report says.

The report urges instead that universities and colleges offer more courses on American history and Western values so that the "great heritage of human civilization" can be passed on to the next generation.

"We call upon all colleges and universities to adopt strong core curricula that include rigorous, broad-based courses on the great works of Western civilization as well as courses on American history, America's Founding documents, and America's continuing struggle to extend and defend the principles on which it was founded. If institutions fail to do so, alumni should protest, donors should fund new programs, and trustees should demand action." ■

Ontario Board Orders Discipline Hearing

AN Ontario review board has sharply rebuked the province's College of Physicians and Surgeons for not conducting a disciplinary hearing for a doctor who anonymously issued intimidating letters to colleagues at Toronto's Hospital for Sick Children.

In a decision released Nov. 21, Ontario's Health Professions Appeal and Review Board found the college should have considered disciplinary action against Dr. Gideon Koren for a series of poison pen letters he sent to doctors supporting Dr. Nancy Olivieri.

Koren issued the letters during a prolonged controversy at the hospital which erupted after Olivieri informed patients of possible risks to a drug she was testing, against the wishes of the drug's manufacturer, Apotex. Neither the hospital nor the University of Toronto where Olivieri is cross-appointed supported her in the affair.

One letter that Koren sent referred to those supporting Olivieri as a "group of pigs." Another letter sent to Dr. Peter Durie warned: "You cannot overestimate the contempt and mistrust we have towards you."

Koren initially denied writing the letters but later admitted he was the author when confronted with DNA evidence that matched saliva on the envelopes with his own.

The doctors who received the letters filed a complaint with the Ontario College of Physicians and Surgeons on Oct.1, 1999. In a ruling issued in January 2000, the college found that the letters were "an unprofessional form of communication," but refused to consider any disciplinary action.

However, in its ruling, the review board ordered the case to be sent back to the college for a full disciplinary hearing.

"The unprofessionalism and lack of judgement demonstrated by these anonymous letters over a medical dispute, and Dr. Koren's denial of having written them ... is, in the Board's view, very relevant to a consideration of the behaviour, integrity and judgement expected of medical professionals," the review board concluded.

The doctors who filed the initial complaint welcomed the review board's decision. "We see this ruling as a vindication for what we've been saying all along. We have not been adequately listened to, and I would expand that beyond the college and point fingers at the hospital as well," Durie said. ■

Local Hearings to Resume

CAUT's local hearings initiative began again this fall with a number of additional events scheduled for the new year.

The faculty association at Université Sainte-Anne in Nova Scotia held the first of a series of local public events on Nov. 30 to consider the role of post-secondary education in the 21st century.

The November event marked the second in a series of cross-country hearings being held to solicit the views of students, faculty members, administrators and the general public about the problems facing post-secondary education and about what can be done so universities and colleges can better serve the public interest.

The faculty associations of the University of Northern British Columbia and the College of New Caledonia will be jointly hosting a hearing on Jan. 17 which will focus on the importance of the two institutions in serving the singular needs of northern residents.

"These hearings are a unique opportunity for us to engage in a real dialogue about the future of post-secondary education in this country," said CAUT president Tom Booth. ■

Hearings are also being planned for the new year in Vancouver, Calgary, Toronto, Windsor, Sudbury and Sackville, NB.

Letters

UVic Faculty Women's Caucus Supports Dr. Thobani's Right to Free Speech

At a meeting of the Faculty Women's Caucus of the University of Victoria on Oct. 24, the following statement in support of Professor Sunera Thobani of the UBC women's studies program was drafted. I am forwarding it to you with the names of all those caucus members who endorsed it.

"On Oct.1, 2001, Professor Sunera Thobani, Department of Women's Studies, University of British Columbia, made an impassioned speech against a war of retaliation in response to the tragedy of Sept. 11.

"As women scholars associated with the Faculty Women's Caucus of the University of Victoria, we support Dr. Thobani's right to speak her views freely, without being subject to threats or sanctions of any sort. Indeed, we believe it is our responsibility as academics to intervene in public debate in order to question the taken-for-granted assumptions that fill the media. In this troubled time, we wish to express our strong support both for the right to academic freedom and for the right of free speech for all."

MISAO DEAN
Chair, Faculty Women's Caucus
University of Victoria

CAROL HARRIS
PAMELA MOSS
MARTHA MCMAHON
MARIE CAMPBELL
LYNNE MARKS
SUZANNE URBANCZYK
LESLIE BROWN
ELIZABETH BANNISTER
CHRISTINE ST. PETER
HELENA KAOLEC
MARJORIE MACDONALD
CLAIRE CARLIN
ANTOINETTE OBERG
LINDA HAROY
ASTRI WRIGHT
P. BEATTY-GUENTER
ALISON PRENTICE
MARIE VAUTIER
EILEAN VANDER FLIER-KELLER
ANNALEE LEPP
JUTTA GUBERLET
JUDITH TERRY
MARY ELLEN PURKIS
JOAN M. MARTIN
REBECCA JOHNSON
LAUREL BOWMAN
ALISON PREECE
LAURENE SHEILDS
KATHY SANDFORD
JUDITH PAYNE
MARGE REITSMA-STREET
EWA CZAYKOWSKA-HIGGINS
LESLIE BUTT
COLLEEN VARCOE
PADDY ROONEY
BONNIE LEADBEATER

UVicFA Supports Dr. Thobani's Rights

The following motion was unanimously approved at the University of Victoria Faculty Association General Meeting on Nov. 16, 2001 *(brought forward by the UVic Faculty Association Status of Women* Committee):

"On Oct. 1, 2001, Professor Sunera Thobani, Department of Women's Studies, University of British Columbia, made an impassioned speech against a war of retaliation in response to the tragedy of Sept. 11.

"The University of Victoria Faculty Association supports her right to speak her views freely, without being subject to threats or retaliation of any sort. In these troubled times, we wish to strongly support Professor Thobani's right to dissent as an integral part of academic freedom."

WILLIAM PFAFFENBERGER
President, University of Victoria Faculty Association

UBC Support for Dr. Thobani

As individual faculty or staff working at the University of British Columbia, we strongly endorse the UBC administration's support of academic freedom. Our colleague Dr. Sunera Thobani, like any faculty member, has the right to express her views on the effects of American foreign policy and globalization.

Informed and critical discussion of issues arising from the events of Sept. 11 needs to take place on campus and in the community without censorship or intimidation. We commend Dr. Thobani for having the courage to make a public contribution to this important debate.

ASHOK AKLUJKAR
LEONORA ANGELES
VALOREE BAKER
KAREN BARTLETT
SAOHU BINNING
FAY BLANEY
PETER BOOTHROYD
MANOAKRANTA BOSE
SUSAN BOYD
YVONNE BROWN
RUTH BUCHANAN
SHAUNA BUTTERWICK
JOHN CLEVELAND
GILLIAN CREESE
DAWN CURRIE
ROBERT DEWREEDE
JOY DIXON
CATHERINE EDWARDS
SUSANNA EGAN
ANGELA FLEURY
ANTHONY GLASS
MONA GLEASON
JOHN GRACE
SHERRILL GRACE
SNEJA GUNEW
RONALD HATCH
TINEKE HELLWIG
MARSHA HENRY
NICHOLAS HUDSON
GRAHAM JOHNSON
PATRICIA KACHUK
ARMINEE KAZANJIAN
DEIRDRE KELLY
SUSAN KENNEDY
JENNIFER KLENZ
KEIKO KOZUMI
HUIMIN LIN
ANN MCKINNON
WILLIAM MCMICHAEL
LINDA MCMILLAN
SHELLEY MOORE
MARINA MORROW
CATHERINE NELSON-MCDERMOTT
BONNIE NORTON
SHARALYN ORBAUGH
STEPHEN PETRINA
JERILYN PRIOR
VALERIE RAOUL
LESLIE ROMAN
ELLEN ROSENBERG
BECKI ROSS
MAUREEN RYAN
DOROTHY SEATON
PETER SEIXAS
VERONICA STRONG-BOAG
CATHERINE SWATEK
SANDRA TAYLOR
ANONA THORNE
PIERRE WALTER
FUMIKO WATAI
LORRAINE WEIR
CLAIRE YOUNG

The 2001 Sarah Shorten Award

Nov. 24 — Margaret-Ann Armour (centre) receives the Sarah Shorten Award from Edith Zorychta, SWC chair, & CAUT president Tom Booth at a special ceremony held during CAUT Council.

INTERNATIONALLY recognized biosafety expert Margaret-Ann Armour, cited as a "superb role model for women in science," was awarded the 2001 Sarah Shorten Award at the CAUT Council meeting in November.

The University of Alberta scientist, who was nominated by CAUT's Status of Women Committee, has dedicated her career to advocating for women in science.

Dr. Armour is a founding member of WISEST (Women in Scholarship, Engineering, Science & Technology), a mentoring program for the promotion of science, and over the years she has received numerous awards and citations, including a 1990 YWCA Tribute to Women Award, the 125th Anniversary of the Confederation of Canada Medal, the 1994 McNeil medal of the Royal Society of Canada, and in 1996 was the recipient of a 3M teaching award.

SWC chair Edith Zorychta said Dr. Armour has given more than 40 talks aimed at encouraging women into science, particularly in the fields of chemistry and engineering, where women have long been under-represented.

In 1970, Dr. Armour graduated with a PhD in organic chemistry and "set out in what was, at the time, a non-traditional career for women," Zorychta said. "For many years she was the only woman in her department."

According to faculty colleagues, Dr. Armour has contributed in a major way over many years to the furtherance of women in universities and worked tirelessly in her local academic staff association.

"Margaret-Ann has been a member of and/or chaired all of the major committees in the university engaged in equity issues," said Margaret Haughey, chair of the University of Alberta's Association of Academic Staff Equity Committee.

"As well as being instrumental in securing campus daycare, Dr. Armour has served on the AASUA Women's Issues Committee, Executive, Council, and Employment Equity Committee. She has also served on the Women's Studies Advisory Committee and the Academic Women's Association."

Numerous testimonials from Dr. Armour's students reveal she was a pivotal force in their decisions to pursue a career in science.

According to Brianne Hudson, a third-year science major at the University of Alberta, who first met Dr. Armour at a high school science conference sponsored by WISEST, "I was fascinated. Dr. Armour had everything: bananas frozen with liquid nitrogen, orange peel rinds that could dissolve Styrofoam. That day, science became something more than thermometers and salt solutions; it became something I could identify with."

In summing up Dr. Armour's distinguished career as an advocate for women, Zorychta said Dr. Armour's advocacy, outreach, teaching and activism helped open doors for generations of women and "demonstrate the outstanding quality of contributions established in the criteria of the Sarah Shorten Award." ■

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Council Highlights

CAUT Supports 'O Canada' Petition

Wording in "O Canada" has come under fire from professors and other academic groups for being sexist. At the annual fall meeting of CAUT held in November, delegates supported a resolution criticizing Ottawa's 20-year-old national anthem legislation for its exclusion of Canadian women in the phrase "true patriot love in all thy sons command." "The Canadian Charter of Rights and Freedoms guarantees the equality of the sexes, and the national anthem, as a symbol of Canada, should be reflective of the provisions in the Charter," Edith Zorychta, chair of CAUT's Status of Women Committee, told delegates. "We're calling on Parliament to take whatever steps are necessary to amend the wording of the National Anthem Act of 1980 to replace the reference to one gender in the anthem with words that would include both the sons and daughters of Canada." The version on which the official English lyrics are based was written in 1908 by Mr. Justice Robert Stanley Weir. The official English version includes changes recommended in 1968 by a special joint committee of the Senate and House of Commons.

CAUT is asking local faculty associations to circulate *The Petition for an Amendment to the National Anthem to Include Canadian Women* among their members.

Policies on Graduate Students Adopted

Delegates to CAUT's 51st Council meeting in November voted overwhelmingly to adopt policy statements asserting the rights of graduate students to be treated as members of the academic community and outlining the rights of graduate student employees. Titled, Rights of Graduate Students, and Rights of Graduate Student Employees, the policies assert that academic freedom should extend to graduate students engaged in teaching and research in the university. The documents also state that graduate students have a right to adequate and secure financial support, including the training and resources required to undertake employment services for the university, support for professional development, and the right to essential benefits and leaves, including child care and parental leave. The policies call for fair advertising and hiring procedures, the right to apply for employment without discrimination, the right to fair assessment, and protection from arbitrary discipline or dismissal. The rights of recognition and protection of their intellectual property were affirmed as was the right of graduate students to participate in academic governance.

Full versions of CAUT's policy statements can be viewed at www.caut.ca.

Le Conseil en bref

Modification de l'O Canada

Les professeures et professeurs et d'autres groupes universitaires considèrent comme sexistes les paroles anglaises de l'hymne national. Lors de l'assemblée annuelle d'automne de l'ACPPU en novembre dernier, les déléguées et délégués ont appuyé une résolution critiquant la *Loi sur l'hymne national*, qui date d'une vingtaine d'année, car elle exclut les Canadiennes dans la phrase « true patriot love in all thy sons command ». « La *Charte canadienne des droits et libertés* garantit l'égalité des sexes, et l'hymne national, en tant que symbole du Canada, devrait refléter les dispositions de la *Charte* », a déclaré Edith Zorychta, présidente du Comité du statut de la femme de l'ACPPU, aux déléguées et délégués. « Nous demandons au Parlement de prendre les mesures nécessaires pour modifier le libellé de la *Loi sur l'hymne national* de 1980 et remplacer la référence à un seul genre dans les paroles de l'hymne afin qu'elles incluent tant les fils que les filles du Canada. » La version anglaise se base sur les paroles composées en 1908 par le juge Robert Stanley Weir et incorpore les changements recommandés en 1968.

L'ACPPU demande aux associations locales de faire circuler parmi leurs membres la pétition en faveur de la modification de l'hymne national afin que les Canadiennes soient incluses.

Des énoncés de principes pour les étudiants diplômés

Les délégués à la 51e assemblée du Conseil de l'ACPPU, tenue en novembre, ont voté avec une majorité écrasante en faveur de l'adoption de deux énoncés de principes. Ces documents font valoir les droit des étudiantes et étudiants diplômés afin qu'ils soient traités comme des membres de la collectivité universitaire, et énoncent leurs droits en tant qu'employés. Intitulés *Les droits des étudiantes et étudiants diplômés*, et *Les droits des étudiantes et étudiants diplômés salariés*, les documents affirment que les étudiantes et étudiants diplômés jouissent de la liberté universitaire, lorsqu'ils enseignent ou effectuent de la recherche à l'université. Ils ont également droit à une rémunération juste, à la formation et aux ressources nécessaires pour effectuer les tâches liées à l'emploi et à un soutien pour le perfectionnement professionnel. Les énoncés réclament des méthodes justes d'affichage des postes et d'embauche, le droit de postuler un emploi sans subir de discrimination, le droit à une évaluation équitable et la protection contre des mesures disciplinaires ou un congédiement arbitraires. Ils prônent également la reconnaissance et la protection de leur propriété intellectuelle et le droit à une participation à la direction universitaire.

CAUT Council Condemns Anti-Terror Legislation

DELEGATES to CAUT's annual fall council meeting unanimously supported a resolution condemning the Liberal's anti-terrorist bill for the threats it poses to civil liberties and academic freedom. CAUT urged the federal government to withdraw Bill C-36.

"Even with the amendments to the legislation, this bill still raises serious concerns about potential civil rights abuses," said CAUT president Tom Booth.

Booth says the broad definition of terrorism in the amended bill means legitimate advocacy groups might be considered "terrorists."

As well, provisions for preventive detention, expanded police powers, and "investigative hearings" are "contrary to Canada's legal tradition and basic civil rights," he said.

CAUT is also concerned the bill could open the door to greater police surveillance of university and college campuses and put at risk the academic freedom of professors and researchers.

"Under this legislation, academics could find themselves under inappropriate surveillance by security forces," Booth said.

"Academic researchers, along with lawyers and journalists, may also be compelled by the police to reveal sources that have been assured confidentiality. This would seriously undermine the independence of our members and the integrity of their research."

Booth says he recognizes there is a need to provide for the security of Canadians in the aftermath of the terrorist attacks of Sept. 11, but that C-36 goes too far in compromising civil liberties. He says the government should introduce a new anti-terrorist bill after a broader consultation with Canadians. ■

SFU Committee Rejects David Noble Appointment

THE Simon Fraser University community is once again caught up in controversy over rejection of David Noble to hold the J.S. Woodsworth Chair.

In November, the university appointments committee considered a revised nomination from SFU's department of humanities to appoint Noble to hold the chair.

The UAC concluded the recommendation still failed to meet all the documentary requirements of the university's appointments policies. The committee further noted the appointment recommendation did not have the support of the dean of arts, nor did it have the demonstrated support of the department.

That the dean doesn't support the department's nomination is not news to humanities professor Ian Angus, "The controversy began with the dean's irregular actions in the first place," he said.

Humanities professors voted in September on whether or not to recommend Noble's appointment. Five voted for Noble, five against, and four abstained. According to university policy, a tie vote is thrown out, allowing the original faculty nomination to stand.

"The recent department vote is being substituted for the actual vote to recommend Dr. Noble's appointment taken on Feb. 22 (seven for, one against with two abstentions)," Angus said.

"The recent vote was related to the appointment but it was not the appointment vote, which affirmed the recommendation for Dr. Noble by a substantial majority."

Noble's nomination was turned down earlier this year by the university administration who claimed his application was not complete.

Noble alleged his academic freedom was violated when the university overturned the department's recommendation. An independent reviewer appointed by SFU's administration concluded this summer the appointment process should continue.

To complete the application, the UAC requested additional information from Noble, which it claims was never provided.

"It's bafflegab," Angus says about the UAC's documentary requirements.

"For the second time, the UAC has reviewed the case, this time including further documentation that they requested. It seems that whenever more information is submitted something else is found to be missing."

The UAC has asked the department to consider a new search "that conforms with the university's academic appointments policies."

But Angus says whatever happens next "the issue of academic freedom will not go away." ■

An independent committee of inquiry appointed by CAUT's Academic Freedom & Tenure Committee composed of Gordon Shrimpton and Howard Pawley is currently investigating the university's handling of the David Noble nomination.

Correction

A commentary about the Olivieri Report *(Bulletin*, November 2001) included an incorrect reference to the CBC. The CBC is not mentioned in the committee of inquiry report.

L'ACPPU crée le Fonds de la liberté universitaire

LE 23 novembre, le Conseil de l'ACPPU a voté avec une majorité écrasante en faveur de la création du Fonds de la liberté universitaire pour aider l'ACPPU et ses associations locales á défendre vigoureusement la liberté universitaire. L'ACPPU vise à amasser au départ un million de dollars pour le fonds.

« La liberté universitaire est menacée plus qu'elle ne l'a jamais été pendant les cinquante ans d'existence de l'ACPPU », a déclaré Tom Booth, le président de l'ACPPU. « Nous devons ainsi que nos associations locales avoir les ressources nécessaires pour défendre la pierre angulaire de la vie universitaire. »

Chaque association membre de l'ACPPU sera membre du fonds qui sera administré par le Comité de direction de l'ACPPU. Nous avons fait une demande pour obtenir le statut d'organisme de bienfaisance.

Le fonds dépendra entièrement de dons qui seront sollicités auprès des associations membres, de fondations et de particuliers, immédiatement et par un programme de legs.

Aprés la création du fonds par le Conseil, Vic Catano, vice-président de l'ACPPU et président du Saint Mary's University Faculty Union, a lancé un défi aux autres associations de professeurs «Le syndicat des professeurs de l'Université Saint Mary s'engage à verser 100 $ par membre au Fonds de la liberté universitaire de l'ACPPU, pour un montant total de 22 000 $. La somme sera versée en parts égales étalées sur les cinq prochaines années. Nous défions les autres membres de l'ACPPU, de faire le même engagement. »

Allen Britten, président de la University College of Cape Breton Faculty Association, a informé le Conseil qu'il avait sondé son exécutif qui a aussitôt approuvé un don de 10 $ par membre et qui s'est de plus engagé à donner le montant recommandé pour toutes les associations. « C'est notre assurance-incendie », a ajouté M. Britten.

« L'ACPPU demandera à toutes les associations de songer á un soutien du même genre », a dit James Turk, le directeur général de l'ACPPU. « Le fonds permettra á l'ACPPU de garantir á chaque association un moyen de protéger la liberté universitaire de ses membres, quelle qu'elle soit. »

L'approbation de la création du fonds a clôturé une assemblée du Conseil qui avait mis l'accent sur la liberté universitaire. Jon Thompson, professeur de mathématique á l'Université du Nouveau-Brunswick et président du comité d'enquête indépendant sur l'affaire Olivieri à l'hôpital des enfants malades et à l'Université de Toronto, a résumé le rapport du comité á l'intention des délégués.

Plus tard au cours de la journée, la Dre Nancy Olivieri et ses collègues les DrS Helen Chan, John Dick, Peter Durie et Brenda Gallie, se sont adressés au Conseil. Ils ont relaté leur expérience des dernières années et ont expliqué ce que signifiaient pour eux les attaques à leur liberté universitaire.

La Dre Gallie, directrice du programme sur le rétinoblastome à l'hôpital des enfants malades et chef de la division de l'informatique oncologique á l'Institut du cancer de l'Ontario, a souligné l'importance de la liberté universitaire. « Tout le fondement de la quête honnête de la santé subit les assauts des intérêts commerciaux », a-t-elle déclaré.

Le Dre Dick, scientifique principal du programme de recherche sur le cancer et le sang de l'institut de recherche de l'hôpital des enfants malades et professeur de génétique moléculaire et de médecine génétique á l'Université de Toronto, a parlé de l'effet pervers des rapports entre les sociétés pharmaceutiques, les hôpitaux et les universités. « La liberté universitaire signifie pour moi quelque chose de trés réel : la santé de tous les Canadiens et Canadiennes », a-t-il affirmé aux délégués. ■

Traduit de l'article « Council Votes to Create Academic Freedom Fund ».

Nancy Olivieri Wins Milner Award

Nov. 23 — AF&T chair Ian McKenna (left) with CAUT president Tom Booth present CAUT's Milner Award to Nancy Olivieri.

NANCY Olivieri, Professor of Pediatrics and Medicine at the University of Toronto, was awarded the Milner Memorial Award at the November 2001 CAUT Council meeting.

The award was established by CAUT in honour of James Milner, a former chairperson of the Academic Freedom & Tenure Committee. It recognizes a distinguished contribution to the cause of academic freedom and is given for actions undertaken on behalf of academic freedom, or writings which contribute significantly to an understanding and strengthening of academic freedom in the Canadian community.

Olivieri, a distinguished researcher and clinician, has spoken widely and become a significant advocate for academic freedom. She has courageously used her own case as an example for others of the dangers in commercialization of scientific research.

There have been only eight awards made since Bora Laskin received the first in 1971. ■

Our best wishes, year in, year out

A new year will shortly be upon us! Or will it? The point may not be so cut and dried as it might first appear. Although official calendars in the Western World turn the page after December 31, a great many others do not. Corporate fiscal calendars aside, various religious and cultural groups still celebrate the new year at other points in the solar and lunar calendars. There are, in fact, over 40 different calendars worldwide!

What's so special about January 1, anyway? In point of astronomical fact, not much at all. The ancient Romans chose the date – the feast of Janus – when they adopted the Julian calendar. Centuries later, Christians adopted January 1 to mark their calendrical turning point because it coincided with the existing feast day and with the event of Christ's circumcision. The rest is history.

Astronomers and others might well argue that the year should begin on March 21, the first day of Aries, when the earth's axis is perpendicular to the sun and when the day and night are consequently of equal length. But despite this appealing logic, the vernal equinox is, for most of us, just another day.

Whenever you happen to celebrate the New Year, we wish you peace and prosperity. And we will briefly add, on the subject of prosperity, that the University of Windsor has a number of faculty openings in a variety of disciplines, all offering salaries that will, no doubt, contribute to the prosperity of the successful applicants. We invite your inquiry to Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608. You may visit us online, year in and year out, at www.uwindsor.ca/facultypositions.

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NEWS

Engineering Profession Working for Change in Wake of Dec. 6 Tragedy

By VERA GOLINI

TWELVE years have passed. Twelve times have Canadians mournfully remembered the date of Dec. 6, 1989 when at École Polytechnique, the University of Montreal's engineering school, 14 young women were massacred because they were women.

The mad gunman, as a youth barred from enlisting in the armed forces, had been refused admission by the school. Before taking his own life he blamed his rejection on "the feminists who have ruined my life." The world witnessed for the first time in Canada, the ugly and unforgettable face of terror rampaging in the halls of academia.

This year our remembrance of the 14 women is all the more poignant because the terror and carnage of Sept. 11, 2001 are also painfully alive in our hearts and collective consciousness. In response to tragedy, we often witness how the human spirit faces adversity with courage and hope. In this context, and with the permission of the Canadian Council of Professional Engineers, it is encouraging to relate some of the findings presented at the Prairie Conference on Women in Science and Engineering held recently in Calgary. In a paper titled "Are We Retaining Women in Engineering Programs and the Engineering Profession?" engineers Karen Martinson, Elizabeth Cannon and Deborah Wolfe examined the statistics for the past 25 years and outlined plans to ensure and foster continued participation of women in the engineering profession in Canada.

In 1975, only 4 per cent of our undergraduate engineering students were women, compared to 20 per cent by the year 2000. Notably, the greatest increase in women's participation occurred during the five-year period following the Dec. 6 tragedy. Of potentially greater significance, women remain in engineering programs as often, if not more often than men once they are in university. A breakdown of the engineering profession reveals that some areas, such as chemical and environmental engineering, currently include more than 40 per cent of female undergraduates while electrical and computer engineering enrol relatively few women.

At the graduate level women now account for almost 25 per cent of the masters students, and 17 per cent of total doctoral candidates. While this continual climb in female enrolment is highly encouraging, considerable effort is currently underway to further accelerate the rate of change.

The Canadian Council of Professional Engineers, through its Canadian Engineering Resources Board and its Women in Engineering Committee, has created a policy and national action plan to encourage women to enter and remain in the engineering profession. This highly insightful strategy includes a wide range of initiatives designed to impact at various academic levels up to PhD, and into the workplace. It considers the importance of including women as role models, mentoring and making girls aware of engineering as a career option.

Other features include guidelines on workplace behaviour and ethics, a flexible work environment, workshop programs for women, equity issues, changes in the university curriculum and best practices to encourage participation.

Engineering has changed since 1989, and the present initiatives are designed to further accelerate the expansion in opportunities for women in the profession. The core of the policy on Women in Engineering formulated by the Canadian Council of Professional Engineers is: "The engineering profession supports principles of fairness and equity in all aspects of engineering culture, practice and education. Diversity in the engineering profession, which is reflective of Canadian society, enhances our profession and society-at-large." This concise and eloquent statement has far greater impact than a madman with a gun. ■

Vera Golini is a member of CAUT's Status of Women Committee and Director of the Women's Studies Program at the University of Waterloo.

Information on the engineering study can be obtained from Karen Martinson (karen.martinson@ccpe.ca).

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Grève terminée à l'Université Laval

La grève à l'Université Laval s'est terminée lors de l'Assemblée générale du 23 novembre 2001, donc les membres du Syndicat des professeurs et professeures de l'Université Laval ont accepté l'entente de principe conclue entre le comité de négociation du SPUL et l'employeur.

Le syndicat a gagné un enjeu majeur concernant la charge de travail. La partie patronale souhaitait voir disparaître de la convention plusieurs balises qui préservent l'indissociabilité de l'enseignement et de la recherche de la fonction professorale et limitent l'arbitraire patronal lors de l'attribution des charges de travail.

« La ou le responsable aurait pu exiger de chaque professeure et professeur qu'elle ou il donne des cours pendant les trois sessions de l'année universitaire ou encore les fins de semaine, les jours fériés et hors campus, sans son consentement », a dit le président du SPUL, Claude Banville.

« Le vote de grève à 93 p. 100 dénonçant cette position aura permis de préserver les acquis à ce chapitre et d'apporter certaines améliorations ».

De nouveau, l'employeur maintient au même niveau sa contribution aux assurances collectives. De plus, le SPUL obtient la gestion entière des régimes d'assurance vie et d'assurance santé.

L'employeur voulait réduire sa contribution aux régimes de prévoyances collectives. Il souhaitait également faire une ponction de 50 millions de dollars dans la caisse du Régime de retraite des professeurs et professeures de l'Université Laval (RRPPUL).

« La partie patronale a finalement compris que le syndicat refusait toute demande de congé de cotisation patronale au RRPPUL et a accepté de retirer sa demande, ce qui a permis de préserver une partie importante de la rémunération », a dit M. Banville.

Pour ce qui est des salaires, le SPUL a obtenu pour la période de décembre 1999 à mai 2003 l'augmentation consentie au front commun, soit 9 p. 100.

Pour la période du 1er juin 2003 au 31 mai 2004, l'employeur garantit une augmentation de 2 p. 100 qui pourrait être bonifiée du taux de majoration applicable à cette date aux échelles de salaire des employées et employés du secteur public et parapublic du gouvernement du Québec en excédent de 2 p. 100.

Un des enjeux majeurs de la négociation fut certainement d'affirmer le rôle central des professeurs à l'université.

« Il faut se rappeler que la partie patronale souhaitait ardemment reléguer les professeures et professeurs au rôle de simples exécutants », a dit M. Banville.

« L'employeur a fini par reconnaître que l'avenir de l'institution passe par ses professeures et professeurs et qu'elles et ils doivent y jouer un rôle prépondérant ».

La nouvelle convention garantit également un nombre minimum d'engagements selon le nombre de retraités durant l'année. ■

Everyone Benefits from Public Hearings

☞ From PAGE A3

In recent times, funding to our universities and colleges has been directed away from core operations such as foundation-building academic instruction, pathways for information integration and approaches to basic research, to what many refer to as 'boutique' spending: the Millennium Scholarships, Registered Education Savings Plan, Canada Foundation for Innovation, and Canada Research Chairs program. Such initiatives have diverted funds away from supporting the core teaching and non-sponsored research missions of our institutions. Without support for advancement of thought, ideas and basic research, sources of information and data crucial to the public domain are placed at significant risk.

It is clear that post-secondary education needs to become a national priority. But this requires a whole new federal-provincial commitment. The Canada Health and Social Transfers should be repealed and the federal government, working with the provinces, should introduce a separate and transparent post-secondary education fund to be governed by a post-secondary education act, modeled after the Canada Health Act. The PSE fund, proposed under CAUT's Canada Post-Secondary Education Act, guarantees accountability for how federal funds are spent. It outlines clear responsibilities and expectations, establishes national standards and principles — such as public administration, accessibility, comprehensiveness, collegial governance and academic freedom — and determines long term and stable funding formulae.

Inauguration and implementation of such legislation will require cooperation on the part of all players. The crisis in post-secondary education, as demonstrated by the Halifax hearings, is becoming too conspicuous and too important to ignore any longer. Local hearings in the months ahead, like the Halifax hearings, will help us work toward a solution in the current crisis. Public hearings are more important than ever, especially in a time of fiscal restraint.

If we agree that an accessible and high quality post-secondary education system is key to Canada's future, then it is time that cooperation replaces conflict in every quarter. ■

Awards for Excellence in Post-Secondary Education Journalism
Prix d'excellence de l'ACPPU en journalisme dans le domaine de l'enseignement postsecondaire

Established in 2001, these awards for outstanding reporting are presented by the Canadian Association of University Teachers to recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada.

Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth $500.

Criteria & Eligibility
Stories, articles (excluding editorials and columns), documentaries, or series produced during the preceding calendar year and appearing in any Canadian daily, weekly, monthly publication, recognized university or college student newspaper, or broadcast by any radio or television station in Canada on some aspect of university and college education that is of major significance are eligible to be nominated. The works of Canadian journalists appearing in non-Canadian publications and broadcasts may also be considered.

Nominations which address the following issues related to post-secondary education are particularly encouraged: academic freedom; research ethics and integrity; educational accessibility and equity; funding and finances; and university and college governance.

Nominations may be made by faculty associations, media organizations or any other interested parties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in journalism and communications will screen and judge entries and recommend recipients of the award to the Canadian Association of University Teachers. The successful candidate will be recognized by CAUT at their annual Spring Council meeting in Ottawa.

Nominations should include:
- Three copies of the print or broadcast item(s)
- A completed nomination form (available from CAUT)

Nomination Deadline
The deadline for nominations is January 15, 2002.
All nominations should be addressed to:
David Robinson, Associate Executive Director,
CAUT, 2675 Queensview Drive
Ottawa ON, K2B 8K2

Créé en 2001, ces prix d'excellence en journalisme sont décernés par l'Association canadienne des professeures et professeurs d'université dans le but de récompenser et de mettre en valeur des reportages fouillés et sérieux sur des questions reliées à l'enseignement postsecondaire au Canada.

Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 500 $.

Critères et admissibilité
Sont admissibles les articles (à l'exception des éditoriaux et des chroniques), les documentaires ou les émissions traitant d'un aspect très important de l'enseignement universitaire ou collégial. Ils doivent avoir été produits pendant l'année civile précédente et publiés dans un quotidien, un hebdomadaire ou un mensuel canadien, dans un journal étudiant universitaire ou collégial reconnu, ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées ou diffusées dans des médias non canadiens pourront aussi être prises en considération.

On invite particulièrement à proposer des reportages qui traitent de questions liées à l'enseignement postescondaire, notamment la liberté universitaire, l'éthique et l'intégrité de la recherche, l'accessibilité aux études et l'équité en matière d'éducation, les subventions et les finances, l'administration des universités et des collèges.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre des candidatures. Il est possible de proposer sa propre candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire, jugera les candidatures et recommandera les récipiendaires à l'Association canadienne des professeures et professeurs d'université. L'ACPPU honorera les candidatures retenues lors de l'assemblée annuelle du printemps de l'ACPPU à Ottawa.

Les documents suivants accompagnent les candidatures :
- Trois exemplaires du reportage écrit ou parlé
- Un formulaire de mise en candidature rempli (disponible auprès de l'ACPPU)

Date limite
La date limite des mises en candidature est le 15 janvier 2002.
Toutes les mises en candidature devront être communiquées à :
David Robinson, directeur général associé,
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A Realistic Image of Science

Real Science: What it is, and What it Means

John Ziman. Cambridge, UK: Cambridge University Press, 2000; 399 pp; hardcover $39.95 US.

By MARTIN ADAMSON

EVERY time I give a course as a biology teacher I come to a point where the class has to confront what science is. What is the difference between a scientific explanation and a nonscientific one? Why do scientists accept the theory of evolution, for example, and flatly reject creationism? The class is never wholly satisfied with the answers we find to these questions and although part of the difficulty may lie in my ability to teach or students' willingness to learn, most of the difficulty is the nature of the question.

It is not possible to give a short clear answer to the question: what is science? Much less to understand why some explanations pass as scientific and others don't. The reason, as Ziman's book points out, is that science is not an abstract category. It cannot be clearly delimited from non-science by a few criteria. Science is a natural kind and can be apprehended only through understanding the practices and behaviour of the scientific community.

I have an abiding interest in philosophy of science but bring to this review no professional authority beyond that implied by my being a scientist. The overriding comment I can make about this book is that it describes the science I know. Ziman's approach shows how practices in science give it its explanatory power and resilience in spite of the fact that many desiderata considered definitive to science such as originality, objectivity and disinterestedness are transgressed every day by some scientists.

The book is arranged as 10 chapters. The first four chapters introduce the problem and set the groundwork towards Ziman's answer which lies in an elaboration of the activities and customs of science. How do scientists communicate? How do they vet their own disciplines? How do scientists decide among competing theories? Ziman asks us to see science as a human activity and a social and cultural process. We should not, therefore, expect science to be defineable as an abstract category. Like any biological process, science is apprehended through its practices even if these change as science evolves.

Ziman adopts an encompassing view of science: learned research on Aristotle's "Rhetoric" and on nuclear physics are both included. Although they are easy to distinguish on several planes, there is no useful way to define one as science, the other not. What he would like to know is what they have in common as science.

Science has no discrete historical beginnings. It is an activity pursued by humans and therefore has arisen with them, but it seems to come out of prehistory. Consider the way science manifests itself in everyday life, from the brew master carefully watching over sugar conversion to the farmer applying fertilizer to the soil, to the policeman on the corner using radar to gauge the speed of an oncoming car. All are examples of science in application (technology) and their very existence implicates the existence of science in action (research). In just such a way we may surmise that agricultural practices in Mesopotamia implicate science in action prior to the development of written language.

Science is often presented as a system of progressive inquiry – but what exactly characterizes that system? Many suggest it is the method of science, but Ziman argues the methods of science are as varied as the disciplines. Although experiment is a hallmark of much good science, it is hardly useful to consider it a *sine qua non* of science. Where would we place Einstein's speculative inquiry on relativity prior to its experimental vindication? Science produces knowledge but this is not a process of simple discovery – it is action according to a particular plan. No matter how exploratory the research, it is always conducted with a plan in mind. Scientists often tout the important role of serendipity in the development of knowledge but serendipity is chance favouring the prepared.

Admitting that science has changed over the years, Ziman argues that science is usefully apprehended through an exemplary form, academic science, science done in the universities. Using academic science as a model he analyzes it in terms of norms central to it such as communalism, universalism, disinterestedness, originality and scepticism. Each of these norms is treated in its own chapter. Successive chapters embrace the subject from an increasingly inclusive perspective.

By communalism, Ziman refers to the fact that science is not a solitary activity. Scientists do not labour away in their solitude but require regular feedback (positive and negative) from their peers. Results are not really results until they are shared with a larger scientific community. This requires that they be published in the scientific literature and entry into these archives is controlled by the process of peer review. Scientists learn that to make this process most rewarding they have to present their findings in such a way that their reviewers are assured that their results are reproducible, logically consistent and that they are independent of the observer. Scientists often spend much more time planning than actually doing experiments. They ensure wherever possible that their findings are replicated and that appropriate controls are carried out.

By universalism, Ziman means that science cannot admit purely idiosyncratic views, or views generated from a particular (e.g., religious, corporate) perspective. Science is looking for a broader consensus. Science is interested more in general theories than in particular facts, and even the facts of science are only meaningful in terms of theory. The languages of scientific disciplines abound with constructs that formalize and systematize the phenomena studied. Formalism as exemplified by the systematization of knowledge and the development of a more precise vocabulary appeals to the ethos of universalism and communalism. It allows scientists to converge in discussion and facilitates communication within disciplines even though it may create walls between disciplines. The language used is stripped as much as it can be of its metaphors (except in form of models) and is largely descriptive. Mathematics provides a convenient communication tool giving explicit representation to categories and describing how they should behave.

Disinterestedness appeals to objectivity. Scientists strive to evaluate theories and findings without reference to their own personal interest. This norm is tested by much research undertaken by industry where the results of findings can have financial repercussions for the company that sponsors the research. However, the larger research community achieves something very close to the norm by the review process. Scientists who are not under the same constraints as those producing the research will review the manuscripts submitted to the literature. Ziman refers to the result of this process as consensual objectivity.

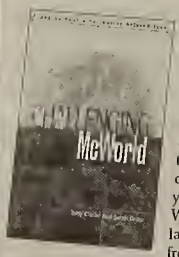
Science deeply values originality. To contribute to the literature one must convince reviewers that the findings are in some way new to science. This norm is important in evaluation of research proposals where the appeal to originality may involve extensive piecemeal addition to a well-accepted body of knowledge, as well as new ideas that may be highly critical of accepted views. Originality also forces scientists to be aware of what is happening in their research area. To achieve this mastery of the literature, scientists must focus on a limited set of problems; thus, Ziman sees the highly substructured nature of scientific disciplines as a response to the norm of originality.

Skepticism is the final norm discussed by Ziman and with it he reiterates many of the themes he developed previously. He first notes that organized skepticism acts as a curb to originality. Not everything new is worthy of inclusion in the literature. The peer review process approaches all findings with some level of skepticism and this norm pervades all argumentation in science, from simple dialogue to formal debates in scientific congresses.

In a world dominated by organized skepticism how can the community decide on one theory over another? Ziman appeals to an evolutionary model to explain this. Theories and hypotheses in every field are presented in the literature to be adopted or ignored by other research groups. Theories deemed to be useful (in generating potential experiments or new areas of study, for example) are reused and represented in subsequent publications. There may be periods where competing theories are adopted by different research groups. Even when debate apparently storms between such competing groups, the most important effect of such debate is to clarify criteria whereby one theory could be distinguished from another.

See SCIENCE Page A11

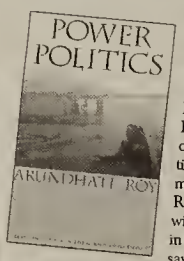
Quick Reviews



Challenging McWorld

Tony Clarke & Sarah Dopp. Ottawa: Canadian Centre for Policy Alternatives, 2001; 158 pp; paper $15 CA.

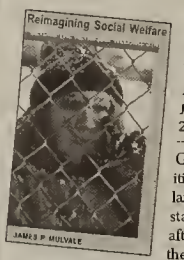
Today's youth live, communicate and act in a wired world of corporate logos, symbols and branding. "McWorld" is the symbolic term used to capture the new realities of corporate-driven globalization which engulf young people today. The dynamics of McWorld provide us with a common symbol and language for both understanding and confronting the major issues of corporate globalization. *Challenging McWorld* is designed to enable concerned youth to develop skills required for confronting McWorld in their daily lives on several fronts. Part one takes up issues of globalization facing youth in both high schools and university or college campuses. Part two deals with issues and challenges facing youth in the workplace and in their communities. Part three addresses some of the major issues of corporate globalization affecting youth in both Canada and the world at large. Part four identifies tools and resources that may be useful in developing skills for research, education and action.



Power Politics

Arundhati Roy. Cambridge, Massachusetts: South End Press, 2001; 132 pp; paper $12 US.

In her latest work, *Power Politics*, Arundhati Roy, the internationally acclaimed author of *The God of Small Things*, explores the politics of writing and the human and environmental costs of development. "Arundhati Roy combines her brilliant style as a novelist with her powerful commitment to social justice in producing these eloquent, penetrating essays," writes historian Howard Zinn. Roy challenges the idea that only experts can speak out on such urgent matters as the globalization of the world economy, nuclear war, the privatization of India's power supply by U.S.-based energy companies, and the construction of monumental dams that will dislocate millions of people. Roy also describes the legal challenges she has faced after the tremendous international success of her novel, winner of the prestigious Booker Prize.



Reimagining Social Welfare: Beyond the Keynesian Welfare State

James P. Mulvale. Aurora, Ontario: Garamond Press, 2001; 256 pp; paper $21.95 CA.

Globalization and the rightward shift in politics in recent years have de-legitimated and largely dismantled the Keynesian welfare state that developed in the 30 year period after World War II. This book investigates the extent to which equality-seeking social movements and organizations in Canada have been providing leadership in reshaping our understanding and commitment to social welfare for the 21st century. The author, who teaches in the School of Human Justice, University of Regina, undertakes a re-theorization of social welfare, and investigates the responses of social policy advocacy organizations, feminists, and labour and other progressive movements to the downsizing and restructuring of the welfare state in Canada. He examines how these constituencies are engaged in the process of reconceptualizing social welfare and reformulating social policy in ways that challenge the 'neo-liberal' consensus. In addition to exploring the key questions an innovative new vision of social welfare must address, the book also examines some of the strategic and practical challenges which confront social movements within Canada and internationally, in their efforts to reshape social policy goals and social welfare approaches in the context of corporate dominance of the global economy.

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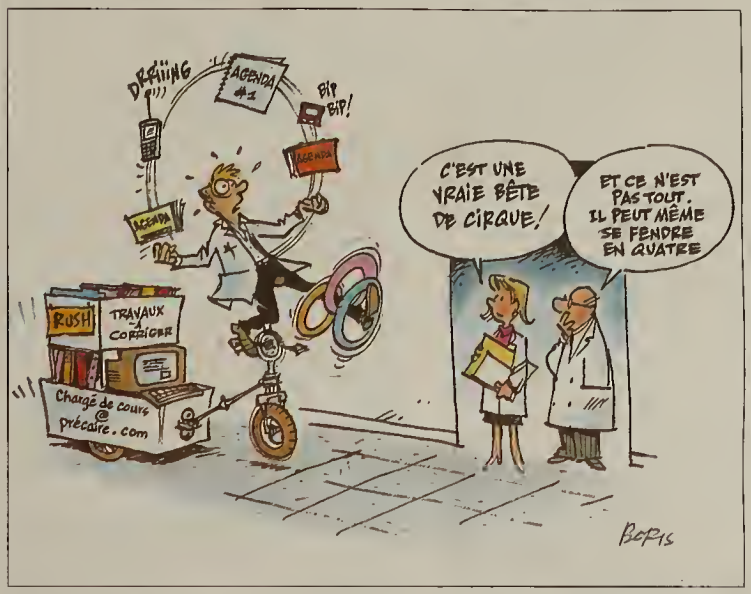

DU 28 octobre au 3 novembre 2001, partout en Amérique du Nord, les enseignantes et enseignants à statut précaire des collèges et des universités ont revendiqué une amélioration de leurs conditions d'enseignement.

« Pour la première fois en Amérique du Nord, des syndicats et associations ont organisé conjointement des actions dans le but d'informer leur communauté, le public et les gouvernants sur les difficiles conditions de travail des enseignants à statut précaire », a déclaré Marie Blais, déléguée à la coordination pour la Fédération nationale des enseignantes et enseignants du Québec.

La FNEEQ incitait ses syndicats affiliés à organiser des activités de visibilité. Une affiche et des dépliants ont été conçus afin d'aider les syndicats.

Dans les cégeps, le lancement de cette semaine a été précédé par une session de formation sur le « Guide syndical des enseignantes et enseignants non permanents ». Dans les cégeps du Québec, près de 40 p. 100 du personnel enseignant a un statut d'emploi précaire.

Des syndicats et associations ont organisé des actions communes.

Par la suite, « l'organisation de kiosques et d'activités de visibilité était une occasion privilégiée pour sensibiliser l'ensemble du personnel enseignant, la communauté étudiante et les autres personnels aux conditions de travail des enseignantes et enseignants chargés de cours », a expliqué M^me^ Blais.

« Dans les universités, cette semaine aura permis de souligner auprès de nos membres, la similarité de nos revendications à travers l'Amérique du Nord. »

L'an passé, le regroupement universitè avait décidé d'instaurer le 22 novembre, journée nationale des chargées et chargés de cours. Cette année, diverses activités de visibilité ont souligné l'importance de la contribution des chargées et chargés de cours à la formation universitaire du premier cycle.

« L'organisation de cette semaine nord-américaine aura favorisé l'apparition de nouvelles solidarités dans le monde universitaire », a ajouté M^me^ Blais. ■

L'information sur les différentes activités est affichée sur le site www.cewaction.org.

RESPs Favour the Wealthy in Canada

STATISTICS released this fall show that Canada's richest families are disproportionately benefiting from the federal government's education savings grant program.

Households earning more than $80,000 a year are about three times more likely to have registered education savings plans than families earning less than $30,000.

Ottawa provides a generous grant linked to contributions made to a RESP as a way of encouraging parents to save for their children's education.

Under the program, parents can deposit up to $2,000 a year and the federal government contributes a grant of 20 per cent of plan contributions made in a year. The grant is deposited directly into the plan.

By the end of the year, Ottawa estimates it will have paid out about $1 billion since the savings grant program was created in 1998.

"It's ludicrous that $1 billion is going to families least in need at the same time rising tuition fees are making it more difficult for lower income families to send their kids to university and college," said CAUT president Tom Booth. "Surely there's a better way to spend this money."

Overall, just 6 per cent of Canadian families had RESP savings in 1999. Of those, less than 10 per cent were low-income households.

In its brief this year to the House of Commons Standing Committee on Finance, CAUT called on the government to replace the Canada Education Savings Grant and other programs with a needs-based grant system that provides financial assistance to students who need it most. ■

B.C. Reviews Fiscal Impact of Tuition Freeze

THE government of British Columbia is holding a province-wide consultation with students, administrators, and educators to consider the impact of the six-year-old freeze on tuition fees.

"We are committed to hearing what students have to say about the impact of the freeze on the quality of education because they are in the best position to judge," said Advanced Education Minister Shirley Bond. In November, Bond met with university and college administrators and educators to receive their views on the fiscal impact of the tuition freeze.

Maureen Shaw, president of the College Institute Educators' Association of B.C., told the Minister that maintaining the tuition freeze was important to ensure access to post-secondary education.

"Increased tuition fees are a barrier to access," Shaw argued.

"The 1998 Adult Education and Training Survey found that 40 per cent of adults felt a major barrier to access was cost. A recent study by the Alberta government reported that 44 per cent of high school graduates who didn't go on to university or college said the reason was tuition fees were too high."

Shaw added that a discussion about tuition fee policy needs to be part of a broader discussion about overall funding levels for post-secondary education.

Fees for students in public post-secondary education institutions in B.C. have been frozen since 1996. ■

A Realistic Image of Science

☞ From PAGE A10

Through Ziman's approach we come to see the great resilience of science. Individual scientists may be blinded by the value of a pet theory but no matter how important the scientist, their commitment to the theory is not enough to make it accepted. Scientists with idiosyncratic views are powerless to convince the world by the force of their personality. Not only must their arguments be logically convincing, they must explain the types of phenomena that the discipline identifies as worth explaining and, in the long run, their theories must be found useful by other scientists. Thus, scientific credibility is measured in the marketplace of ideas. Science is not dictated from on high but emerges from its broad acceptance by individual practicing scientists.

In the final chapter Ziman asks, What is the basis of scientific belief? If objectivity is a myth, and induction leads to a general statement only through a metaphysical leap, what is the nature of scientific truth? Ziman reminds us that the problems of induction and objectivity pervade all human understanding. Scientists act as if they agree upon a shared external reality and this allows them to converge with one another in discussion and study of the world. The very same thing occurs in our everyday life. No matter how many times we experience the succession of day and night we are never absolutely certain about its occurrence in the future.

However, day and night are part of the general and scientific theory of planetary motion, which also explains seasons, tides, meteor showers and many other events. Acceptance of this theory guides a hugely diverse array of human activities both scientific and commonplace. This consilience of scientific theories — their ability to explain previously unrelated bits of the world — makes them particularly believable.

This book should be read by anyone interested in the philosophy of science. Although it rarely goes deeply into philosophical issues, it provides a realistic context within which to situate philosophical discussion. In doing so it succeeds in presenting a realistic view of science, warts and all. It is on such a plane that the value of science should be debated. I recommend this book highly. It is not an easy read but it is a rewarding one. ■

Martin Adamson is professor and Director of the Biology Program at the University of British Columbia.

Une reprise des audiences publiques

LA série d'audiences publiques de l'ACPPU a repris à l'échelle locale cet automne et d'autres sont prévues l'an prochain.

L'association des professeures et professeurs de l'Université Sainte-Anne a organisé le premier volet d'une suite d'activités locales et publiques visant à réfléchir sur le rôle de l'enseignement postsecondaire au 21^e^ siècle.

Les audiences de novembre sont les deuxièmes à avoir lieu dans le cadre de la série d'audiences pancanadiennes ayant pour but de demander l'avis de la population étudiante, du corps professoral, des cadres administratifs et du public sur les problèmes auxquels est confronté l'enseignement postsecondaire et sur les solutions à adopter pour que les universités et les collèges servent mieux le bien commun.

Les associations de professeurs de l'University of Northern British Columbia et du College of New Caledonia organiseront conjointement des audiences publiques le 17 janvier. Les débats porteront sur l'importance du rôle des deux établissements dans la satisfaction des besoins particuliers des résidents du Nord.

« Ces audiences représentent pour nous une occasion unique d'entamer un véritable dialogue sur l'avenir de l'enseignement postsecondaire dans ce pays », a déclaré le président de l'ACPPU, Tom Booth. ■

Des audiences publiques sont prévues l'an prochain à Vancouver, Calgary, Toronto, Windsor, Sudbury et Sackville, N.-B.

Traduit de l'article « Local Hearings to Resume ».

Crafting an Effective Equity Strategy

By LINDA BRISKIN

Successful equity organizing depends on a dual structure, one that combines integrated equity initiatives with constituency-based organizing for marginalized groups.

At some universities, expanding the struggle for equity to include all groups designated under the Federal Contractors Program (women, people with disabilities, aboriginal peoples and racial minorities) and those who are not (gay, lesbian, bisexual and transgendered peoples), has met with some success. At the same time, this shift in the equity agenda has brought into sharp relief critical questions about strategy. How are we to address the multiple, sometimes overlapping, and sometimes conflicting, agendas of equity-seeking groups in the university?

This is a problem of significant proportions. For example, in 2001, in response to a challenge by three white women, the United States Federal Appeals Court ruled unconstitutional the affirmative action policy of the University of Georgia which gave nonwhite and male applicants for admission extra points to balance a predominantly white female student population (Lee, 2001). Such a ruling would also apply to hiring decisions.

Although in Canada the Federal Contractors Program and human rights legislation create a different environment for affirmative action hires, nonetheless this case does signal a real concern: how to organize in such a way that the legitimately-diverse agendas of various equity-seeking groups are not played off against one another?

Abstractly calling for solidarity among equity-seeking groups will be no more effective in the universities than similar exhortations for class solidarity have been in public and private sector unions. Rather, we need to invent practices of solidarity relevant to the university context.

CAUT has recently established an Equity Committee as a subcommittee of the executive, and its Status of Women Committee continues its important work. At this time, the Equity Committee does not yet have a formal mandate nor is the relationship between these two committees worked out. This article offers some reflections on envisioning the mandate of the new Equity Committee and on developing a dynamic and efficacious relationship bewteen equity and women's organizing.

Equity Discourse & Equity Consciousness

Equity is often defined through numbers: the demographics of the professoriate, the proportion of women hired or tenured, the number in senior ranks. Undoubtedly, we need such bench marks. They also provide useful reference points in collective bargaining.

A reductionist focus, especially on recruitment numbers, however, can create zero sum struggles where marginalized identities are pitted against one another. It also may co-opt the larger equity project. Rather than a narrow emphasis on recruitment, we need a broad equity vision which will link the equity project to globalization, internationalization and corporatization, and highlight educational equity (concerned with access, curricula, pedagogies and climate).

In its 1992 brief to the employment equity hearings in Ontario, the Ontario Confederation of University Faculty Associations argued presciently that without an increased focus on educational equity, the success of employment equity measures was uncertain. The current context demonstrates the heightened relevance of such a view.

What are the strategic implications? I would argue for equity discourses which emerge out of process rather than objectives and which thereby focus attention on organizing. Such discourses need to be local and contextual as they involve a university community actively defining the equity project relevant to its particular culture. They are both a product of and impetus for equity consciousness.

Perhaps in one university questions of climate or the gap between the profile of the student body and the professoriate will provide the starting place for the emergence of equity consciousness. In another, the absence of aboriginal faculty or the patterns of wage discrimination between the fine arts and marketing faculty. In yet another, the lack of curricular attention to diversity or the problems of access for working-class students.

Such an approach highlights inequalities systemically structured around race, ethnicity, gender, sexuality, class, ability, and First Nations status. It also makes visible the local practices of universities which exacerbate such inequities, such as pay differentials between various departments or cohorts of faculty, the exploitation of part-time and contract faculty, or the failure of women's tenure files in disproportionate numbers.

An equity discourse helps address the potential tensions among equity-seeking groups. It offers an organizing tool to bridge various experiences of inequity and facilitates co-operation among disparate groups. During the eight-week faculty strike at York University in 1997 a wide range of equity concerns coalesced into an "equity discourse" which became a central focus for the whole membership and provided the basis for such collaboration (Briskin and Newson, 1999). Such an approach mobilizes the political potential of "unity in diversity," that is, solidarity built on a foundation of diversity rather than homogeneity.

Constituency Organizing & Equity Committees

A second way of thinking about equity organizing is to consider the kinds of union and association structures which will maintain the delicate balance between addressing the concerns of specific equity-seeking groups and the need to work across groups to develop a strong equity consciousness, culture and collectivity.

Over the past decades, almost all mainstream unions – though fewer faculty associations – have developed women's committees which play a key role in politicizing women and producing them as a vocal constituency. Increasingly, women and men of colour, lesbians, gay men and native peoples are organizing separately inside the union movement, often through Aboriginal Circles, and Human Rights, Rainbow and Pink Triangle Committees.

This expansion in self-organization has made germane the question of how to organize effectively across constituencies. A common response has been to move towards *generic equity* or *human rights committees*, folding constituency committees into one integrated structure which would then address the diverse needs of various groups.

Undoubtedly, organizational vehicles which promote a practice of equity across identities are critical to the project of building alliances between diverse groups and co-ordinating cross-constituency organizing. Such structures may facilitate the development of a contextually-relevant equity discourse. They can help ensure that equity concerns are mainstreamed into all union practices, policies and projects. The responsibility for equity, then, is borne by the entire union and the marginalization of equity issues may be prevented.

Such committees can also address the interrelationship of equity issues, and highlight the fact that many faculty face discrimination on the basis of multiple identities. For example, sexual and gender harassment experienced by women of colour often takes race-specific forms. They can decrease the potential polarization among various equity-seeking groups. For an equity committee to be effective, then, it cannot see itself simply as a pragmatic structure that represents multiple equity-seeking groups. It needs an equity vision.

There are other risks associated with a uni-structure. It can exacerbate rather than ease tensions among various groups and reproduce, rather than challenge, existing power relations inside the university community. Thus strong constituency organizing – a faculty of colour committee or a women's committee, for example – continues to be critical. Such organizing highlights the specificity of concerns and guarantees that the most marginalized are heard. Representatives to equity committees can be elected by such caucuses thereby ensuring accountability and resisting tokenism. Perhaps counter-intuitively, strong constituency organizing provides the foundation for an effective equity committee and for successful alliances across equity-seeking groups.

Successful equity organizing then depends on a dual structure, one that combines integrated equity initiatives with constituency-based organizing for marginalized groups. The York University Faculty Association has been experimenting with such structures since the 1997 strike. In the first few years of the Standing Committee on Equity which was institutionalized in the YUFA constitution after the strike, disappointingly there was little constituency organizing. In fact, the fledgling attempts in this direction during the strike vanished with the exception of an Aboriginal Caucus initiated by a member of the equity committee. Recently the faculty association has established a Queer Caucus and a People of Colour Caucus. It will be worth monitoring how such initiatives impact on the agenda and efficacy of the equity committee.

Autonomy & Integration

In the scholarly work I have done on union women's organizing, I have argued that the success of equity organizing depends on maintaining a strategic balance between autonomy from the structures and practices of the labour movement and integration (or mainstreaming) into those structures (Briskin, 1999).

Autonomy structures prevent political marginalization and the dissipation of the radical claims for inclusivity and democratization often embedded in such initiatives. They offer a vehicle for equity-seeking groups to assert their specific concerns. Integration into union structures, on the other hand, prevents organizational marginalization, creates the conditions for resource allocation and encourages the mainstreaming of equity into union policy and strategy.

It may be useful to assess equity structures and policies in relation to the goals of both autonomy and integration. And it may be that the dual structure of equity committee (the integration structure) and constituency caucuses (the autonomy structure) supports an effective strategic balance.

Conclusion

Undoubtedly it is difficult to craft an effective equity strategy. In the current context the struggles around hierarchical organizational practices, affirmative action, curricular development and pedagogical innovation face mounting challenges. The promotion of marketization, the university-corporate nexus and private universities, combined with chronic underfunding and attacks on the mission of the academy, especially in the area of the liberal arts are endemic. These trajectories undermine collective consciousness and community and exacerbate the individualism and competition already inherent in university culture. Further, globalization and neoliberalism are limiting access to university education, legitimizing attacks on equality-seeking by marginalized groups and reshaping the practice and meaning of citizenship.

Unions and faculty associations offer a vehicle to counter the ideological onslaught supporting competition and the neoliberal promotion of radical individualism which is weakening the tolerance for making claims on the basis of systemic discrimination. In fact, the constituency organizing of marginalized groups and the coalition-building through equity committees can model a proactive alternative.

Equity organizing faces difficult times ahead. Strategies to resist the marginalization of equity concerns will be critical. Indeed, an argument can be made that attacks on equity are central to the project of corporate rule, and thus an equity vision must be central to the resistance mounted against it. ■

Linda Briskin is a professor at York University, cross-appointed to the Social Science Division and the School of Women's Studies.

This article is loosely-based on a talk I gave on "organizing for equity" at the University of Saskatchewan in May 2001. I thank those at the University of Saskatchewan Faculty Association for inviting me. It also reflects my experiences during the 1997 faculty strike at York University, and as the coordinator of the first YUFA Standing Committee on Equity. It draws freely on a variety of popular and scholarly articles I have written, some coauthored with Janice Newson. I very much appreciate the feedback of colleagues who read an earlier draft of this article.

Silas Lee. "Case for Affirmative Action Must Be Made Stronger." *Women's Enews*, 29 August 2001 [www.womensenews.org]. The full ruling can be found at http://laws.findlaw.com/11th/00143400pn.html

Briskin, Linda. "Autonomy, Diversity and Integration: Union Women's Separate Organizing in North America and Western Europe in the Context of Restructuring and Globalization." *Women's Studies International Forum*, 22 (1999), 543–554.

Briskin, Linda and Janice Newson. "Making Equity a Priority: Anatomy of the York Strike of 1997." *Feminist Studies*; 25 (1999), 105–118.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de l'auteure et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca).

Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca).

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This senior position, Associate Vice-Principal (Research), has been created to develop Sir Wilfred Grenfell College's research profile consistent with its Strategic Plan. Reporting to the Vice-Principal, the Associate Vice-Principal (Research), will work closely with Officers of the College, University, as well as faculty and staff. Duties will include: leading the development of the College's research strategy and policy, developing its capacity to respond to internal and external research opportunities, supporting and facilitating pure, applied, and interdisciplinary research at the College, seeking out opportunities for research funding and technology transfer.

The successful candidate will have an earned doctorate from a recognized university in a discipline that could lead to a faculty appointment at Grenfell College, a record of excellence as an externally funded researcher, and experience in developing research strategy, policy, projects, and programmes. As well, the candidate should have an appreciation of the role of teaching in a liberal arts and science institution and demonstrate high-level interpersonal and communication skills. Full terms of reference for this position are available from the office of the Vice-Principal or at our website www.swgc.mun.ca.

Sir Wilfred Grenfell College is a small (1100 students) Liberal Arts and Science institution and a campus of Memorial University of Newfoundland. Memorial is the largest university in Atlantic Canada and, as the Province's only university, plays an integral role in the educational and cultural life of Newfoundland and Labrador offering diverse graduate and undergraduate programmes to almost 16,000 students. At Sir Wilfred Grenfell College, our emphasis is on a small-class environment and teaching excellence in distinctive multi- and interdisciplinary degree programmes with four-year Bachelor's degrees in Arts (English, environmental studies, historical studies, humanities, psychology, and social/cultural studies), Fine Arts (theatre and visual arts), Science (environmental science), and Nursing. Visit our website: www.swgc.mun.ca.

Grenfell College is located in the City of Corner Brook on Newfoundland's West Coast. Corner Brook (population 22,000) is a safe and friendly city with excellent recreational and cultural facilities, situated in an area of great natural beauty, overlooking the Bay of Islands and affording a spectacular view of the Blomidon Mountains. The City is some 80 kilometers from Gros Morne National Park, a UNESCO World Heritage Site, and 10 kilometers from Marble Mountain, one of Eastern Canada's premier downhill ski resorts.

This appointment will be made with tenure and at the academic rank of Associate or Full Professor. Salary will reflect qualifications and experience. Applications will be accepted until **January 14, 2002** for an expected starting date of April 1, 2002. A letter outlining the candidate's approach to the challenges of this position, a curriculum vitae, and the names of three references should be sent to: **Dr. Tom Daniels, Vice-Principal and Chair of the Search Committee, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NF, A2H 6P9.** Telephone 709-637-6231. Fax 709-637-6218. Email tdaniels@swgc.mun.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

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Answer to Homework!

From page A3. One drawing suffices. Take a single marble out of the box marked BW. Suppose for sake of argument, that it is black. Then, as the box was mislabelled, it must have come from the box with the two black marbles. The box with the two white marbles cannot bear the label WW, so it must be the one with the label BB. Finally, the box with the label WW must have one marble of each colour. Similar reasoning applies if the marble drawn is white.

Doctoral Research Positions in Criminology & Theology

St. Thomas University is a Catholic liberal arts university where excellence in undergraduate teaching is the highest institutional priority. Located in Fredericton, New Brunswick, St. Thomas is home to approximately 2,600 students in arts, education, and social work. Through special endowments, St. Thomas University is able to offer a doctoral completion fellowship in Criminology and a doctoral research associate position in Roman Catholic Theology.

Criminology and Criminal Justice — Applications are invited for the Doctoral Fellowship in Criminology and Criminal Justice for the period September 1, 2002 to April 30, 2003. The fellowship is non-renewable and made available by the University under the auspices of its Chair in Criminology and Criminal Justice. Applicants will have completed all course work and residence requirements for the doctoral degree in criminology. Candidates will have passed all preliminary examinations, completed all research for the dissertation, and be within eight months of finishing it. The Doctoral Fellow will be expected to teach a maximum of one six-credit hour undergraduate course and to participate in activities of the Criminology and Criminal Justice Department, including outreach activities. The Fellow will receive $16,000, plus an allowance of $2,000 to cover moving and related research expenses. Applications, including a curriculum vitae and three letters of reference, should be sent to ***Dr. Susan Reid-MacNevin, Chair, Department of Criminology and Criminal Justice, St. Thomas University, Fredericton, N.B. E3B 5G3.***

Roman Catholic Theology — Applications are invited for the position of Doctoral Research Associate in Roman Catholic Theology for the period September 1, 2002 to June 30, 2003. The position is non-renewable and made available for the University under the auspices of its John XXIII Chair of Studies in Catholic Theology. Applicants will have completed all course work and residence requirements for the doctoral degree in Catholic Theology (or a related discipline, e.g. Church History, Moral Theology, Sacred Scripture) at a recognized Roman Catholic theological faculty. Candidates should have passed all preliminary examinations, completed research for the dissertation, and be within eight months of finishing it. The Research Associate may be asked to teach a maximum of one 3-credit-hour undergraduate course and serve as a resource person for some Diocesan/parish activities in accordance with the terms of reference of the Chair. The stipend for 2002–2003 will be $20,000 with an allowance of $2,000 to cover moving and other related research expenses. Applications, including a curriculum vitae and three letters of reference, should be sent to ***Rev. John Jennings, Coordinator, Chair of Catholic Theology, St. Thomas University, Fredericton, N.B. E3B 5G3***

The closing date for both positions is ***February 15, 2002.***

St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

St. Thomas University
LEADERS IN LIBERAL ARTS EDUCATION
Intimate • Dynamic • Challenging

ADMINISTRATION

THE CONRAD GREBEL UNIVERSITY COLLEGE — The Board of Governors invites applications and/or nominations for the position of President. The President is the Chief Executive Officer of the College and is responsible to the Board of Governors. Conrad Grebel University College is the Mennonite residential and teaching college of the Mennonite Conference of Eastern Canada, affiliated with the University of Waterloo, and offering programs of study at both the undergraduate and graduate levels. Preference will be given to candidates who stand within the Anabaptist/Mennonite tradition, who have earned a doctorate and who are Canadian citizens or permanent residents of Canada. All inquiries will be kept in strict confidence. The appointment will be effective January 1, 2003. Applications and resumes should be received by January 31, 2002 and should be addressed to The Chair, Presidential Search Committee, Conrad Grebel University College, Waterloo, ON N2L 3G6

ANTHROPOLOGY

SAINT MARY'S UNIVERSITY — The Department of Anthropology seeks to make a tenure track appointment in the sub-field of linguistics at the rank of Assistant professor. The position is open to all qualified applicants, although in accordance with Canadian immigration requirements preference will be given to Canadian citizens and permanent residents of Canada. Applicants should have a PhD or be near completion and demonstrate a strong potential for research and publication along with a commitment to undergraduate teaching. The position is topically open, but preference will be given to candidates with fieldwork-based research in Northern Canada. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. Please send before 1 March 2002 a curriculum vitae, a statement of interest and the names of three referees to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic application may be submitted to Ms. Monica Lewis at e-mail: monica.lewis@stmarys.ca

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Subject to budgetary approval, the Archaeology Unit of the Department of Anthropology invites applications for a tenure-track position at the rank of Assistant Professor, starting July 1, 2002. The Archaeology Unit is an active research group with particular strengths in Newfoundland and Labrador prehistory, subsistence and settlement studies, historic archaeology, ethnoarchaeology and ethnohistory. The successful applicant will have a PhD in-hand and a demonstrated record of teaching and research excellence which complements the Unit's interests. He or she will implement an active program of research in Newfoundland and Labrador, or adjacent regions, and will contribute to our strong graduate and undergraduate program. Applications will be accepted until January 31, 2002. Please send applications together with a curriculum vitae and the names of three referees to: Dr. Michael Deal, Head, Department of Anthropology, Memorial University of Newfoundland, St. John's, NF, A1C 5S7, Fax: (709) 737-8686, Phone: (709) 737-8870, email: manlymm@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural live, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada

ARCHAEOLOGY

THE UNIVERSITY OF LETHBRIDGE — The Department of Geography invites applications for a probationary (tenure track) position at the Assistant Professor level beginning 1 July 2002. Qualifications: A PhD at or near completion is required with specialization in geoarchaeology or related field. The successful applicant will teach Introductory Archaeology, and advanced courses in Geoarchaeology, New World Archaeology, Prehistoric Archaeology, Archaeological Techniques, and Archaeological Theory. The ability to teach other courses in the Department of Geography will be an asset. The successful applicant will be expected to pursue an active research program, and to seek external research funding, opportunities exist for supervision of graduate students. New faculty are eligible for funding in support of research and scholarly activities. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and adding a special-case PhD program. For more information about the University, please visit our web site at http://www.uleth.ca or the Department's web site at http://home.uleth.ca/geo. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, teaching evaluations, publication offprints, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Ian MacLachlan, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2076, Fax (403) 329-2016, or e-mail: geography.chair@uleth.ca. The closing date for applications is January 31, 2002.

ARCHITECTURAL DESIGN

THE UNIVERSITY OF TORONTO — The Faculty of Architecture, Landscape, and Design invites applications for a tenure-track position in Architectural Design at the Assistant Professor level. Consideration of an appointment at a higher rank may be given to qualified candidates. Teaching responsibilities will include studio and lecture/seminar courses at both the graduate and undergraduate levels. The University of Toronto has professional graduate programs in architecture and landscape architecture, a post-professional program in urban design, and an undergraduate liberal arts program in architectural studies. Candidates should demonstrate leadership potential in design and theory and be committed to innovative teaching and research. She or he will be expected to engage in an area of research that addresses the relationship of architectural design to contemporary technology, ecology, and culture. Candidates will be expected to pursue interdisciplinary exchanges that draw advanced knowledge and practical skills into the design disciplines as these areas restructure to meet new conditions and needs. The University of Toronto offers extensive resources for teaching and research in architecture, urban studies, and related fields, and the Faculty enjoys an excellent relationship with local, professional design communities. Salary will be commensurate with experience. Qualifications: Candidates must have a professional or post-professional graduate degree in architecture as well as teaching experience. A PhD and/or professional experience are desirable. Required Submission: Send a full curriculum vita, a statement of educational and research objectives, a selection of up to three design projects, and a list of three references with phone/fax numbers, and mail and email addresses. Short-listed candidates will be asked to submit a full portfolio of work. Consideration will begin on January 7, 2002 and continue until the position is filled. Submissions and inquiries should be directed to Dean Larry Wayne Richards, Faculty of Architecture, Landscape, and Design, University of Toronto, 230 College Street, Toronto, Ontario, Canada, M5T 1R2. Tel: (416) 978-3088, Fax: (416) 971-2432, E-mail: dean.ald@utoronto.ca. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

ART HISTORY

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Humanities (Visual and Performing Arts), invites applications for a tenure-stream position in Art History/Visual Culture at the rank of Assistant Professor, beginning July 1, 2002. PhD in Art History and evidence of excellent teaching required. Area of specialization: 19th and/or 20th Century Art; may include contemporary art and the art of any world region. Duties will include research and teaching in the area of specialization, and in Art History more generally. The incumbent will also play an important role in the continuing development of our integrated programme in Visual and Per-

UNBC

College of Arts, Social & Health Sciences

Assistant Professor Social Work Program (Tenure Track)

The College of Arts, Social & Health Sciences has exciting opportunities awaiting a creative, energetic, and adventuresome social worker who is comfortable working with people from a variety of backgrounds and cultures, who would be willing to contribute to the development of social work education in the regions served by UNBC. This tenure track position is available at the assistant professor level in the Social Work Program beginning **July 1, 2002** or earlier.

The successful candidate will teach a range of courses in the Social Work Program at our Prince George campus. Applicants will possess a graduate degree in Social Work with extensive practice experience, although a doctorate (or a doctorate near completion) with practice and research experience is preferred. Applicants must be able to teach in a range of practice/policy areas including: child welfare, substance use, aboriginal issues, community development, communications, social research, etc. Preference will be given to candidates with post-degree experience in social work practice in northern and remote settings, and who have taught at the BSW and MSW levels. The successful candidate will be able to teach from an anti-oppression stance and will be expected to develop an independent program of research.

Social Work education at UNBC provides BSW and MSW degrees and is committed to a program of studies informed by a central concern for human rights, personal empowerment, community change, social justice and anti-oppression. Incorporating critical social thinking, the program emphasizes social work in northern and remote communities, aboriginal issues, women in human services, and community practice and research through courses that recognize the integration of practice, policy, and research.

Please direct Social Work Program inquires to **Dr. Kwong-leung Tang, Chair of Social Work, at (250) 960-6521. E-mail: tangk@unbc.ca.**

Assistant Professor International Studies Program (Tenure Track)

The University of Northern British Columbia invites applications for a tenure track position at the assistant professor level beginning **July 1, 2002.**

The successful candidate will have expertise in the contemporary Asia Pacific. Preference will be given to applicants who can also teach two or more of the following areas: introductory and theory courses in international studies, international organization and law, and alternative security studies.

As an interdisciplinary program we encourage applicants who hold a Ph.D. in any of the following disciplinary areas: Geography, History, Political Science, Environmental Studies, International Studies or Area Studies. Candidates should also demonstrate a record of teaching excellence and a strong record of research.

The University of Northern British Columbia is a small, research intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life. Located in northern British Columbia, UNBC provides an interesting locale for the study of international processes related to resource, environmental and industrial activities, trade, globalization, and cross-cultural relations.

The International Studies Program offers undergraduate and graduate areas of study in preparation for careers involving international interactions, and explores issues from economic, social, cultural and environmental perspectives. Foreign language training and study abroad experiences are incorporated into the program. The program also has an interest in international environmental policy.

Please direct International Studies inquiries to **Dr. Heather Smith, Chair of International Studies, at (250) 960-6655. Fax: (250) 960-5544. Email: smith@unbc.ca.**

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax number and email address) to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Applications received before **January 31, 2002** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA **www.UNBC.ca**

Simon Fraser University
Dena Wosk University Professorship in Art & Culture Studies (Music)

The Dena Wosk University Professorship is an endowed position in honour of the Wosk family, magnanimous benefactors to Simon Fraser University. The Professorship has been created to invigorate the study of music in the Art and Culture Studies program and to enhance the program's academic stature.

Art and Culture Studies is a B.A. program with interdisciplinary courses in contemporary issues, contemporary theory, and the social history of art and culture. It is located in the School for the Contemporary Arts and integrated with the other programs offered by the School: B.F.A.'s in Dance, Film, Music, Theatre, and Visual Art, and an interdisciplinary M.F.A.

The Dena Wosk University Professor will be a scholar in the social history of music, ethnomusicology, or musicology with distinguished scholarly publications on fine and/or popular music. The successful candidate will also be an outstanding teacher with a dynamic commitment to undergraduate education. A demonstrated interest in interdisciplinary teaching and program development will be an asset. The position will begin in the 02/03 academic year at the Associate or Full Professor rank.

Applicants should send a C.V., an outline of research interests, a statement of teaching interests, up to three reprints, and the names, addresses, and phone numbers of six referees to:

Martin Gotfrit, Director
School for the Contemporary Arts
Simon Fraser University
8888 University Drive
Burnaby, BC, V5A 1S6, Canada
Fax (604) 291-5907

Deadline: **Jan. 31, 2002**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants

forming Art, which includes Art History, Studio/Visual Studies, Music, Drama and Arts Management. The successful candidate will teach undergraduate courses at the Scarborough Campus and graduate courses in their area of research at the St. George campus. Salary commensurate with qualifications. Applications, including a complete dossier, writing sample, and at least three letters of reference, should be sent to Professor Elizabeth Cowper, Chair, Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for receipt of applications: January 21, 2002. While applications are welcome from all qualified individuals, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community, and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for a tenure-track appointment in the history of Chinese art at the Assistant Professor level beginning July 1, 2002. Completed PhD required. Awareness of contemporary debates within the discipline, involvement with innovative new research approaches, and good familiarity with the whole history of Chinese art required to be taught at both undergraduate and graduate levels. Specialty may be in any historical period except for the modern and contemporary, although an ability to teach the latter on the undergraduate level would be an asset. For further information, visit our website: www.fmearts.ubc.ca. Please submit a CV, a statement concerning teaching and research methods, copies of any publications, and three letters of reference to: Head, Department of Art History, Visual Arts and Theory, University of British Columbia, 403-6333 Memorial Road, Vancouver, B.C., V6T 1Z2, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents; however we encourage all qualified persons to apply. The University of British Columbia hires on the basis of merit and is committed to employment equity. This position is subject to final budgetary approval. Deadline: February 15, 2002.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Art History, Visual Art, and Theory invites applications for a tenure-track faculty appointment in Studio Art, at the Assistant Professor level, beginning July 1, 2002. The Department seeks an individual concentrating in area of 2-D media with a strong knowledge of contemporary art issues. The successful candidate must be prepared to teach in areas of painting, drawing and printmaking and will be able to teach across traditional disciplinary boundaries. A good understanding of the integration of new technologies into traditional practices is necessary. The individual will be teaching in both undergraduate and graduate programs. The Department of Art History, Visual Art, and Theory is a medium-size department within a major university and so an ability to form interdisciplinary collaborations is an asset. The pursuit of studio practice against a strong background of art historical and theoretical concerns is essential to our department and such ability will be sought in the candidates. Requirements include a M.F.A. (or equivalent), an active national exhibition record and post-secondary teaching experience. A publication record will be an asset. Applicants should submit the following package to: Head, Department of Art History, Visual Art, and Theory, University of British Columbia, Room 403-Lasserre Building, 6333 Memorial Rd., Vancouver, BC. V6T 1Z2. an application letter including a statement of artistic and teaching philosophies; visual documentation of current work (e.g.: 35mm slides to a maximum of 30, a cued video no longer than 12 minutes, CD Rom, and/or URL); relevant publications including authored works and reviews, detailed CV, the names, addresses, telephone numbers, and email addresses of three references. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. This position is subject to final budgetary approval. Deadline February 15, 2002.

AUDITORY PERCEPTION

THE ROTMAN RESEARCH INSTITUTE OF BAYCREST CENTRE (affiliated with the University of Toronto) has an opening for a 2-year postdoctoral research fellowship in the area of Auditory Perception and Attention using EEG, MEG, and/or fMRI. The project aims to define the neural and psychological mechanisms that underlie auditory scene analysis. The work will be done under the supervision of Dr. Claude Alain. The position is to begin in September, 2002 (negotiable) and is for two years with the possibility of a third year. Applicants who are eligible for funding from Canadian agencies are expected to apply to the appropriate agencies. Salary is in line with the fellowship scales of the Canadian Institute of Health Research, and includes an allowance for travel and research expenses. Applicants should have a PhD, M.D., or equivalent degree. A background in cognitive psychology or a related field is essential. Applicants should submit a C.V. and relevant reprints, together with a cover letter describing current research interests and future research goals, and also arrange to have three letters of reference sent independently by January 1, 2002 to: Claude Alain, PhD, Rotman Research Institute, Baycrest Centre for Geriatric Care, University of Toronto, 3560 Bathurst Street, Toronto, Ontario, Canada, M6A 2E1, (416) 785-2862, (fax), calain@rotman-baycrest.on.ca.

BIOCHEMISTRY

THE UNIVERSITY OF LETHBRIDGE — The Department of Chemistry and Biochemistry requires an Assistant Professor, probationary (tenure track) beginning 1 July 2002, subject to budgetary approval. A PhD is required; the successful applicant will be required to teach courses in Biochemistry and General Chemistry. The Department is committed to the further development of its Biochemistry program and is seeking an individual who will play an important role in the program's delivery. The candidate will be expected to develop a vigorous externally funded research program in any area of biochemistry or related science. Preference may be given to research areas that complement the current strengths of the Department. Currently, all faculty members in the Department hold external grant support. In addition to federal granting councils, the Province of Alberta makes substantial research funds available through the Alberta Ingenuity Fund and the Albert Heritage Foundation for Medical Research. The University of Lethbridge is currently enjoying a growth phase, and has developed strong programs in Biochemistry, Neuroscience, Agricultural Biotechnology, and Environmental Studies. Many of these new programs offer the potential for research collaboration. In addition, the Department is developing a strong research presence in the area of protein structure/function determination, with the addition of a 500 MHz wide-bore NMR spectroscopy facility and a protein X-ray crystallography facility. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca or the Department's home page at http://home.uleth.ca/chm. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations (if applicable), recent publications reprints or preprints, a detailed research proposal modeled after an NSERC Research Grant application form, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. A. W. Hakim, Chair, Department of Chemistry and Biochemistry, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2301, Fax: (403) 329-2057, or e-mail: hakim@uleth.ca. The closing date for applications is January 31, 2002.

BIOINFORMATICS-PROTEOMICS

SIMON FRASER UNIVERSITY — The Department of Molecular Biology and Biochemistry is seeking applicants for a tenure-track position in the field of bioinformatics-proteomics. The successful candidate must couple a solid background in structural biochemistry with demonstrated performance in the application of bioinformatic and proteomic approaches to the study of protein structure and function. The candidate will be expected to develop an independent externally funded research program and to contribute to the graduate and undergraduate programs in this Department. A PhD and relevant post-doctoral experience is required. Applicants should forward curriculum vitae, a statement of research interests, reprints of up to five representative research publications to: Dr. Michael J. Smith, Bioinformatics-Proteomics Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Applicants should also arrange for three confidential letters of reference to be sent directly to the Search Committee. All application materials should be received by December 30, 2001. The successful candidate will be eligible for consideration for a B.C. Advanced Systems Institute Provincial Research Fellowship. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunity to qualified candidates.

BIOLOGICAL SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Zoology invites applications for a Research Associate position, effective February 1, 2002. The successful applicant should have experience in the design and development of functional, cell-based assays for receptor activity, and extensive experience in molecular biology, receptor biochemistry and insect tissue culture. Preference will be given to applicants having experience with G-protein coupled receptors and automated plate readers. The position is grant supported for a period of one year, renewable for a second year. Salary level will be commensurate with qualifications and experience. The successful candidate is required to hold a PhD, with a minimum of 3 years of postdoctoral experience. Applications will be accepted until January 12, 2001. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, these advertisements are directed to Canadian citizens and permanent residents of Canada. Appointment is subject to final budgetary approval. Interested candidates should submit a curriculum vitae and a summary of research interests to: Dr. Tom Gngliatti, Department of Zoology, 6270 University Blvd., University of British Columbia, Vancouver, B.C., V6T 1Z4 Canada

BIOLOGY

THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN — The Department of Biology invites applications for a tenure-track position at the Assistant Professor level, beginning July 1, 2002. The position is subject to final budgetary approval. The successful candidate will be an Environmental Biologist and have the expertise to offer undergraduate courses in some of the following areas: Environmental Biology, Conservation Biology and Eco-toxicology, as well as develop courses in his/her area of expertise. UNBSJ has a strong commitment to teaching and a demonstrated excellence in teaching will be an asset. Qualifications include a PhD degree and clear evidence of research ability as the successful candidate will be expected to establish an externally funded research program and be involved in the supervision of BSc (Honours) and graduate (MSc and PhD) students. The Department of Biology offers 4-year BSc programs in Biology, Marine Biology and Environmental Biology. It has eleven faculty with research expertise in marine biology, ecology, aquaculture, environmental biology, ecotoxicology and biodiversity. For more information, visit the Departmental website http://www.unbsj.ca/science/biology/biology.htm. Applicants should submit a recent curriculum vitae, the names and addresses (including e-mail address and telephone number) of three referees, a statement of teaching philosophy and research interests, and up to three reprints of recent publications to: Dr. Kenh DeBell, Dean of Science, Applied Science and Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5 (fax 506-648-5650, e-mail sci-eng@unbj.ca). Review of applications will begin February 1, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should indicate citizenship status. The University of New Brunswick is committed to the principle of employment equity.

BROCK UNIVERSITY

DEAN
Faculty of Mathematics & Science

Brock University, one of Canada's most innovative universities, is seeking a dean of Mathematics and Science. Located in St. Catharines, in the beautiful Niagara Peninsula, Brock University has served its community and students from across the country since 1964 through a wide range of undergraduate and select graduate programs.

The Faculty of Mathematics and Science has 66 full time faculty members and 1675 undergraduate students in the departments of Biological Sciences, Chemistry, Computer Science, Earth Sciences, Mathematics, and Physics. The Cool Climate Oenology and Viticulture Institute, The Centre for Biotechnology and a number of active interdisciplinary programs, reflect the Faculty's commitment to research and teaching. The Departments of Biological Sciences, Chemistry, Earth Sciences, and Physics offer M.Sc. programs in addition to the honors B.Sc. programs offered in all departments. The Centre for Biotechnology offers M.Sc. and PhD degrees encompassing the broad fields of chemical and gene biotechnology.

The ideal candidate is an experienced, effective leader with strong interpersonal skills, has an established record of research and teaching, and who has the ability to foster and mentor excellence in research and teaching of faculty. The new Dean is expected to continue the outstanding work of the late Dean Ron Brown who fostered effective relationships with faculty, staff and students, and promoted relationships and linkages with the external community.

Reporting to the Vice President, Academic, the Dean of Mathematics and Science is responsible for the leadership, operation, and management of the Faculty, including strategic planning, academic development, curriculum planning and budgeting. As a member of the University's senior administrative team, the Dean is expected to play a significant role in University wide initiatives and promotion of the Faculty. The position would begin July 1, 2002

Consideration of applications and nominations will begin **January 14, 2002**. They should be submitted in confidence to:

Dr. Terry Boak
Vice President, Academic
Brock University
St. Catharines, ON L2S 3A1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer. More information on Brock University can be found on the University's website: www.BrockU.ca

History

Tenure-Track Position, Faculty of Arts and Science

Concordia University's Department of History invites applications for a tenure-track position in the field of Middle East/North African history. Applicants must have a PhD, some teaching experience and publications appropriate to an entry-level position.

Please forward a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference to:

Dr. Ronald Rudin
Chair, Department of History
Concordia University, 1455 de Maisonneuve Blvd. West, LB 601-3
Montreal, Quebec, H3G 1M8

Review of applications will begin on January 8, 2002 and continue until the position is filled.

Subject to budgetary approval, we anticipate filling this position, normally at the rank of Assistant Professor, for July 1, 2002.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all applicants are welcome to apply. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia UNIVERSITY

Real education for the real world

www.concordia.ca

Red Deer College is...

Opportunity

Watch our website for upcoming Faculty positions for Fall 2002 in the following areas:

ADULT DEVELOPMENT PROGRAMS

COSTUME CUTTING

EARLY CHILDHOOD DEVELOPMENT

HUMANITIES AND SOCIAL SCIENCES
- *Economics*
- *English*
- *French*
- *Philosophy*
- *Psychology*
- *Sociology*

MOTION PICTURE ARTS

MUSIC

NURSING

STUDENT SERVICES
- *Distance Learning Coordinator*

THEATRE STUDIES

Red Deer College is a comprehensive community college offering certificate, diploma, apprenticeship, university transfer and collaborative degree completion programs.

Always looking for new and innovative ways to open doors for students and staff, and to better serve the community of Central Alberta, we have embarked on our most ambitious major facilities upgrade to date. We have just completed our Bookstore and Students' Association facility expansion and renovation. With tremendous community support, the construction of our Library Information Common is underway with completion expected in 2002. In the future, our building continues with a planned Visual Art Centre.

The City of Red Deer, Alberta, is a vibrant community ideally located between Edmonton and Calgary with access to the provinces' major universities and arts and cultural events. Our parks, hiking and biking trails, sports complexes, schools and beautiful outdoor facilities and close proximity to the Rocky Mountains are the hallmark of Red Deer.

Red Deer College

Human Resources
Red Deer College
Box 5005
Red Deer, AB T4N 5H5
Fax: (403) 342-3161
E-mail: hro@rdc.ab.ca

For more opportunities, visit our website: www.rdc.ab.ca/hr/
Tour the City of Red Deer: www.tourism.reddeer.net

THE UNIVERSITY COLLEGE OF THE CARIBOO Full-Time Faculty Member Biology. The Department of Biological Sciences invites applications for a full-time, ongoing faculty member. The successful candidate will have a commitment to quality undergraduate education and a strong background in microbiology. Initially duties will include instructing in a selection of lecture and lab courses in Introductory Biology, Microbiology, and Molecular Evolution. Future involvement in courses in Microbial Physiology, Microbial Ecology or Advanced Microbiology may also be anticipated. The successful candidate will be expected to maintain a program of scholarly activity, including research, supervision of undergraduate research projects, and other professional activities. Qualifications. PhD in an appropriate discipline, teaching experience at the post-secondary level; ability to conduct a research program involving the training of undergraduate students, evidence of potential for excellence in teaching an asset. Term of employment: 01 August 2002. Closing date for applications: 01 March 2002. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition 01-160 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Office, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants; however, only those applicants under consideration will be contacted.

BUSINESS

THE UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is recognized world wide for the quality of its management education. The School's major programs include a highly regarded MBA program, a very selective undergraduate program; a well-established doctoral program, as well as an expanding portfolio of programs for executives including a traditional Executive MBA. The School maintains an international orientation for research, curricula, faculty recruiting and student exchanges. High quality scholarly research as well as research dealing with issues of interest to practicing managers is actively encouraged and generously supported. Excellence in teaching is also highly valued. The faculty is collegial and engages in interdisciplinary and collaborative research. The Ivey School is also embarking on a substantial program of teaching and research activities in Asia. The School's principal location is London, Canada, a community of 340,000 equidistant from Toronto and Detroit. The Canadian Executive MBA facilities are situated in Mississauga, just outside of Toronto Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with approximately 25,000 full-time students. The School seeks candidates for at least one probationary (tenure-track), tenured appointment or limited term position in the areas of Entrepreneurship, Finance, General Management/Strategy, Information Systems, Management Communications, Management Science, Managerial Accounting and Control, Marketing, Organizational Behaviour, Global Environment of Business, and Operations available beginning July 2002. Candidates for a tenure track position must have a PhD or equivalent or be close to completion. Candidates for a tenured appointment must have a PhD. Candidates for a limited term appointment must have a PhD in order to receive an Assistant Professor ranking. Although we are open in terms of research and teaching interests, a strong commitment to the practise of management is required. Familiarity with the case method of teaching is also required. New initiatives in the Asia-Pacific region make the School particularly interested in recruiting faculty with interests in this area and appropriate language skills. This position is subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to the Associate Dean, Faculty Development, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by February 28, 2002. Website: www.ivey.uwo.ca

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finance, Accounting (one in Financial and one in Management), International Business, Management Science, Strategy and Business Policies, Marketing and Organizational Behaviour/Human Resources (Assistant, Associate or Full Professor levels).

QUALIFICATIONS
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION
Queen's School of Business has an outstanding reputation in its academic programs. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a vast array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2002, but is flexible. Applicants should submit a cover letter, current C.V., three letters of recommendation and a sample publication, thesis proposal or completed thesis, preferably by email to: deansoffice@business.queensu.ca, or by mail to:

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Dunning Hall – Rm. 140
Kingston, Ontario K7L 3N6

www.business.queensu.ca

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 1, 2002. In the area of Accounting preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: V.V. Baba, Dean, Michael G DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

McMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July, 2002, in Finance with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interests in other areas may be considered. Qualifications include PhD in Finance, completed or near completion, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting in Fall, 2002, subject to budgetary approval. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research expertise in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations, or Organizational Behaviour. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels and the ability to supervise doctoral candidates. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W. Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

BUSINESS ADMINISTRATION

ALGOMA UNIVERSITY COLLEGE — The Department of Business Administration invites applications for a tenure track appointment at the Assistant/Associate Professor level, commencing either January 1, 2002 or July 1, 2002. The position requires the ability to teach in a range of disciplines such as business strategy, international business, human resource management, organizational behaviour, or general management. Excellence in undergraduate teaching and course development is highly valued. Preference will be given to candidates with PhD or near completion and with demonstrated high quality teaching experience. Salary will be commensurate with experience and qualifications. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to: Dr. Jong You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON P6A 2G4. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment where students can maximize their university experience (for more information visit our website at www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and eco-tour experiences. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled.

TRENT UNIVERSITY — The Business Administration Program invites applications for a tenure-track position at the assistant professor level, commencing July 1, 2002, subject to budgetary approval. Candidates should have a graduate degree in areas relevant to management, preferably a PhD (or near completion), and relevant experience in research and teaching. Preference will be given to candidates whose research and teaching interests span across two or more of the following areas: marketing (social marketing), public sector management, small/medium sized enterprises, regional and community development and critical organizational studies. Trent University's Business Administration Program is "Canada's Business School With a Difference" We offer a liberal, eclectic, multi-perspective and critical approach to management education in Trent University's highly ranked liberal arts and science environment. We are committed educators, seeking to innovate in the areas of undergraduate management learning, management studies outside of the business area (i.e., civil society, nonprofit organizations, native communities, environment, environmental management, etc.) Our program includes a four-year, single-major honours degree leading to a Bachelor of Business Administration (BBA) as well as joint-major honours programs with any of Trent's other liberal and interdisciplinary programs. The Program also offers an innovative Native Management and Economic Development emphasis within the BBA degree, in conjunction with Trent's renowned Native Studies Department. Members of the Program have a strong commitment to classroom excellence and to quality research. Widely recognized as one of Canada's leading small universities, Trent University is situated in the heart of the beautiful Kawartha Lakes Region. More information about the Program and Trent University can be found at our web site, http://www.trentu.ca/admin/studies. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer, and especially invites applications from women, aboriginal peoples, visible minorities and disabled persons. Applicants should send a curriculum vitae with names of three referees to: Dr. Jacqueline Muldoon, Director, Business Administration Program, Blackburn Hall, Trent University, 1600 West Bank Drive, Peterborough, ON K9J 7B8. Email: jamuldoon@trentu.ca, Fax (705) 748-1409. The closing date for applications is January 15, 2002.

CHEMISTRY

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Physical Sciences invites applications for a contractually limited term appointment in Inorganic Chemistry, effective 1st July 2002. The initial appointment will be for one year, but, subject to satisfactory performance and budgetary approval, may be renewable for up to three additional years. Candidates should have an M.Sc. or, preferably, a PhD with specialization in Inorganic Chemistry. The rank of the appointment will be either Assistant Professor (conditional) or Lecturer, depending on the background and qualifications of the individual selected. Initially, the appointment will be 0.67 of full-time at a stipend in the range of $40,000 per annum. It is possible that further teaching opportunities and/or research activity may be available which would bring the appointment closer to a full-time equivalent. However, such are not guaranteed and will be determined on an individual basis. The primary responsibility of the CLTA appointee is to offer instruction in the undergraduate Chemistry Programmes at UTSC. The successful candidate will be expected to teach 2.0 full course equivalents per year. These may include Inorganic Chemistry at all levels, General Chemistry and other areas of interest. The appointee will be expected to play an active role in the Chemistry Group at UTSC. In the Division of Physical Sciences and in the Department of Chemistry of the University of Toronto. The Chemistry Programmes at UTSC include Specialist (Honours) Programmes in Chemistry, Biological Chemistry and Environmental Chemistry. UTSC is entering a period of significant academic growth, with particular emphasis on the expansion of Co-operative Programmes. Applications, including a full C.V., with details of teaching experience, research activities and future aims, should be sent to: Professor James C. Thompson, Chair, Division of Physical Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4, Canada, e-mail: jamt@utsc.utoronto.ca

THE UNIVERSITY COLLEGE OF THE CARIBOO. Full-Time faculty member Chemistry. The University offers B.Sc. degrees with the Canadian Society for Chemistry accredited Major in Chemistry and Major in Environmental Chemistry. A Major in Chemical Biology will soon be finalized. The successful candidate will have a commitment to quality undergraduate education. Duties will include instructing a selection of lecture and laboratory courses in Chemistry at all levels, as well as supervising undergraduate research projects. The courses may include First Year Chemistry and/or Second Year Organic Chemistry, and upper level courses suited to the candidate's background. The successful candidate will be expected to maintain a program of scholarly activity. This is a regular full-time ongoing position. Qualifications. PhD in Chemistry; established teaching experience at the post-secondary level is a definite asset; candidates with experience in one or more of the following areas are preferred, bio-organic chemistry, combinatorial chemistry, solid phase synthesis, natural products chemistry, medicinal chemistry. Term of employment: 01 August 2002. Closing date for applications: 01 March 2002. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition 01-159 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Office, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants; however, only those under consideration will be contacted.

THE UNIVERSITY OF WATERLOO — Search extended: Tenure-Track Faculty Appointment in Organic Chemistry. The Department of Chemistry is seeking to fill a vacancy in Organic Chemistry. Individuals with expertise in any area of modern organic chemistry, ranging from synthetic to physical organic chemistry and including polymer science, will be considered. Applicants will be expected to have demonstrated superior abilities in their prior research work and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a PhD in any aspect of Organic Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor, however applications for appointments at a more senior rank will also be considered. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (5–10 pages in length) and arrange for three letters of recommendation from professional references to arrive before February 1, 2002. Additional information concerning the department and the University of Waterloo can be found at http://science.uwaterloo.ca/chemistry. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in the Department of Chemistry and Biochemistry in the areas of Organic Chemistry commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date: January 4/02. Contact: Dr. Keith Taylor, Head, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 3526; Fax. 519.973.7098, Email: taylor@uwindsor.ca

CHINESE

YORK UNIVERSITY — The Faculty of Arts invites applications for a full-time, tenure-track position in Chinese language and culture at the Assistant Professor level, to commence July 1, 2002, subject to budgetary approval. PhD, in a field relevant to Chinese language and culture, required. Candidates who will complete the PhD degree in the near future are invited to apply, but if hired the initial appointment would be at the level of Lecturer until the degree is granted. Experience teaching courses in Chinese language and culture at the university level required. Experience teaching Chinese literature is desirable. Knowledge of classical Chinese and ability to teach translation skills would also be an asset. Native or near-native fluency in standard Chinese language and English is expected. The person appointed will have the background and qualifications to pursue an active programme of research, demonstrated by a record of publications and conference presentations in the areas of Chinese language, culture, or literature. Salary will depend upon qualifications and experience. Candidates should submit representative publications and/or teaching materials when applying. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, and teaching evaluations should be sent to: Professor Nicholas Elson, Chair, Department of Languages, Literatures and Linguistics, 5561 Ross, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Candidates should arrange for three letters of recommendation to be sent to the address above prior to the application deadline, and should list the name, position, e-mail address and telephone numbers of those referees on the application letter. Deadline for receipt of completed applications is January 25, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Languages, Literatures and Linguistics welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

CLASSICS

THE UNIVERSITY OF WINDSOR invites applications for three- year limited-term position in Classical Studies in Classics (AOS Open) commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date: Classics (AOS Open), March 1/02. Contact: Dr. Susan Wendt-Niddebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2873; Fax: 519 971 3648, Email: swh@uwindsor.ca.

COMMUNICATION STUDIES

YORK UNIVERSITY — The Division of Social Science invites applications for a tenure-track appointment at the rank of Assistant Professor in Communication Studies beginning 1 July 2002. The successful candidate will be a communications generalist with a PhD in communication studies and will be able to demonstrate expertise in the area of the political economy of the communications and cultural industries (Canadian and transnational) including new and emerging technologies. He or she must also demonstrate a strong competence in undergraduate teaching and be prepared to teach a large undergraduate course introducing students to the field of communication studies. In addition, the successful candidate will be expected to contribute to the Joint Graduate Program in Communication and Culture. All positions at York University are subject to budgetary approval. Completed applications must be received by 1 January 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Social Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. Applications should include a curriculum vitae, statement of teaching and research interests, a sample publication, and three letters of reference. Completed applications must be received by 15 January 2002 and should be sent to: Dr. Mary-Louise Craven Chair, Division of Social Science, 5756A Ross, York University, 4700 Keele St. Toronto, Ontario M3J 1P3, tel: (416) 736-5054, fax (416) 736-5574

THE UNIVERSITY OF WINDSOR invites applications for a two- year limited-term position in the Department of Communication Studies in the area of Critical Communication commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date: March 29/02. Contact: Dr. Myles Ruggles, Head, Communication Studies, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 2896; Fax: 519 971 3642, Email: ruggles@uwindsor.ca

CAREERS CARRIÈRES

McMASTER UNIVERSITY — The Department of Sociology, in conjunction with the Programme in Communication Studies, invites applications for a tenure-track position at the Assistant Professor Level commencing July 1, 2002. Communication Studies is a new interdisciplinary programme which was introduced in September 2001. The Department seeks candidates in communication studies who have teaching and research interests in quantitative methods and at least two or more of the following: the political economy and organization of the media, social movements and the media, social problems and the media, the social impact of the media. In Communication Studies, the successful candidate will teach the introductory course in media studies and upper level undergraduate courses, and in Sociology the candidate will teach at both the graduate and undergraduate levels and supervise graduate student research, all of which he or she will be expected to undertake effectively. She or he will have a completed PhD and a strong track record of research, publications and teaching, and will be expected to develop a scholarly research programme yielding significant peer-reviewed publications. Applications, including a curriculum vitae, three academic letters of reference, and a copy of a recent publication or paper, should be sent to Dr. Victor Satzewich, Chair, Department of Sociology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Deadlines for applications is January 15, 2002.

COMPUTER SCIENCE

THE UNIVERSITY OF ALBERTA — Department of Computing Science. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have eleven established research laboratories, including Algorithmics, Artificial Intelligence, Bioinformatics, Computer Vision and Multimedia Communications, Database Management, Graphics and Virtual Reality, Networks and Communications, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have several large multiprocessor machines for high performance and visualization research. We have recently moved into a new research laboratory building adjoined to a renovated historical building. This combined space now provides us with consolidated office and research space in the middle of our campus of about 39,000 students. Computer Science research is well-funded in Alberta, with several provincial programs providing research opportunities that are the envy of every one in the world, including our multi-university collaborations (e.g., www.mact.ca, www.iset.ab.ca), research chair programs (eg., www.icore.ca), and a new billion dollar science and engineering research foundation (www.ahfser.ab.ca). Our current complement of 41 full time faculty work within a department of about 32 support staff, 150 graduate students and 550 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly-productive and eager computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across sub-disciplines. Candidates should have or be completing a PhD in Computing Science, with evidence of sustainable excellence of research, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vita and the names and addresses of three referees to: Iris Eventt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8, or everett@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF LETHBRIDGE — The Department of Mathematics and Computer Science is seeking an Assistant Professor, probationary (tenure track) beginning 1 July 2002, subject to budgetary approval. Depending on qualifications, the appointment may be at the Associate Professor level. A PhD at or near completion in computer science is required. The successful applicant will be expected to develop a continuing research program, to seek external research funding, and to teach at the undergraduate level. Opportunities exist for the supervision of graduate students. The department is undergoing major expansion and anticipates several new appointments. It runs a well-equipped Unix network including undergraduate SUN workstation laboratories and has access to PC and Mac labs. Also, through the province's MACI program, researchers have high speed access to a diverse range of equipment from supercomputers to visualization equipment. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca or the Department's home page at www.cs.uleth.ca. This position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed or e-mailed directly to Dr. W. H. Holzmann, Chair, Department of Mathematics and Computer Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2470, E-mail: chair@cs.uleth.ca. The closing date for applications is January 31, 2002.

YORK UNIVERSITY — The Department of Computer Science intends to make a number of tenure-track and/or contractually limited appointments over the next few years. The Department plans to increase its overall strengths and has particular interest in attracting faculty members in the areas of: software systems, including compilers, programming languages, parallel systems, distributed systems, concurrent systems, networks, operating systems, software engineering, databases and other closely-related areas, artificial intelligence and graphics; parallel algorithms and architectures. Excellent candidates from all the above areas are encouraged to apply. The Department expects to fill one tenure-track position and one contractually limited position at the Assistant Professor level by July 1, 2002. All positions are subject to budgetary approval. A recent doctoral degree in Computer Science is required and the applicants must demonstrate strong potential for excellence in research and teaching at both the graduate and undergraduate levels. Applicants must identify for which position (tenure-track or CLA) they are applying. The Department of Computer Science at York includes over 35 faculty members, and is moving to a new Computer Science building in fall 2001. The department offers a full range of graduate and undergraduate programs. Located in Metropolitan Toronto, York University is the third largest university in Canada. For further information concerning the department see http://www.cs.yorku.ca. Applications, with curriculum vitae and the names of four references should be sent to: Computer Science Search Committee Chair, Department of Computer Science, Faculty of Pure and Applied Science, York University, 4700 Keele Street, Computer Science Bldg, Toronto, ON, Canada M3J 1P3. Applications should be received by January 15, 2002 for appointments to be made for July 1, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racially/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Computer Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acad/jobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF OTTAWA — The School of Information Technology and Engineering (SITE), invites applications for tenure-track positions at all levels. The School, with 2000 undergraduate and 250 graduate students, and 55 professors, runs Bachelor's, Master's and PhD programs in Electrical Engineering, Computer Engineering, Computer Science, Software Engineering. Areas of priority include wireless and optical communications, Internet technologies, distributed computing, bioinformatics, database systems, and software engineering. In general PhD in a relevant discipline is required. Successful candidates will demonstrate the ability to develop strong independent research and to teach effectively undergraduate and graduate courses; rank and salary commensurate with qualifications and experience. Bilingualism (English/French) is an asset. Additional information: http://www.site.uottawa.ca/ Send applications with a CV and the coordinates of four referees to Director, SITE, University of Ottawa, P.O. Box 450, Stn A, Ottawa, Ontario, K1N 6N5, Canada. Applications will be considered until the positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University is an equal opportunity employer.

THE UNIVERSITY OF CALGARY — The Computer Science Department, Faculty of Science is continuing a large expansion and seeks outstanding candidates for tenure track/tenured positions at the Assistant, Associate, and Full Professor levels. We are interested in candidates in all areas of Computer Science and outstanding candidates from any area will be seriously considered. Applicants from software engineering, distributed systems, operating systems, cryptography and human-computer interactions are of particular interest during this hiring round. Applicants must possess a doctorate in Computer Science or a related discipline, and have a strong research record. They must be enthusiastic about contributing to both research and teaching. The Department is committed to excellent research and teaching. It has an expanding graduate program and extensive state-of-the-art computing facilities. Further information about the Department is available at http://www.cpsc.ucalgary.ca. Interested applicants should send a CV, a concise description of their research program, and the names and email addresses of three references to: Dr. K. Barker, Acting Head, Department of Computer Science, University of Calgary, 2500 University Drive, Calgary, AB, Canada, T2N 1N4 or email to search@cpsc.ucalgary.ca. To expedite the handling of applications, candidates should ask those named as references to send supporting letters to the same address. Applications will be considered as they are received and the search will be continued until all available positions are filled. Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians. The University of Calgary respects, appreciates, and encourages diversity.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education. Our Computer Science department houses a diverse research program with international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The University of Waterloo's Computer Science Department is one of the largest and the most eclectic department within Canada. Over twenty new faculty members have joined the Department recently, resulting in nearly 60 full time faculty members. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor; in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please see http://www.cs.uwaterloo.ca/index.html. Exceptional candidates at all levels of experience and in our priority recruiting areas, bioinformatics, distributed systems, graphics, networks, scientific computation, software engineering, and user interfaces are encouraged to apply. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vita and the names and e-mail addresses of three references. The application should be directed to Chair, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commance during the 2002 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions and seven 12-month limited-term lecturer positions in the School of Computer Science commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext: 2990; Fax: 519 973 7093, Email: garabon@uwindsor.ca

COMPUTING & INFORMATION SCIENCE

THE UNIVERSITY OF GUELPH — The Department of Computing & Information Science is seeking applications for a tenure-track appointment at the Assistant Professor level in support of its programs in Applied Software Systems Development. Hiring at a higher level may be possible with the appropriate experience and qualifications. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in Applied Computing Science. The department wishes to complement its current strengths in machine intelligence by augmenting activity in other areas of interest. Candidates with proven research abilities, clear teaching potential and a PhD in Computing Science are encouraged to apply. Teaching duties on the main campus will include teaching three courses per year (core computing science course and/or graduate student teaching). Appointment will commence as soon as can be arranged. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded by March 1, 2002 to: Dr. W. Dobosiewicz, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario N1G 2W1. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

CONSUMER STUDIES

THE UNIVERSITY OF GUELPH — The Department of Consumer Studies invites applications for one or more tenure track positions in the area of Marketing Management at the rank of Assistant Professor. The Department is part of the College of Social and Applied Human Sciences. The Department offers two Bachelor of Commerce majors, one in Marketing Management and a second in Housing and Real Estate Management. Both programs have a cooperative education option and total undergraduate enrollment in the majors stands at 500. A minor in Marketing Management is also offered in the BA program. At the graduate level a Master of Science degree with a focus on Marketing Management and Consumer Research is offered. Responsibilities of these positions include undergraduate and graduate level teaching in Marketing Management and the pursuit of scholarly research. Applicants should have (or be near completion) a PhD in any area of Marketing. Preference will be given to those who have experience and interest in (a) Consumer Behaviour, Marketing Research and/or Marketing Information Systems or (b) Distribution, Product Development, and/or International Marketing.

The appointments will be effective as early as July 1, 2002 and salary will be in accordance with experience. Applications should include curriculum vitae, names of at least three referees, and an indication of research and teaching interests, and should be submitted no later than January 31, 2002 to the Chair, Department of Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1 (Tel: 519-824-4120 Ext 2120, Fax 519-823-1964). More information about the Department can be found at http://www.uoguelph.ca/Consstud/. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

CRIMINOLOGIE

UNIVERSITÉ D'OTTAWA — Le département de criminologie sollicite des candidatures pour deux postes réguliers de professeur-e adjoint-e (don't un est sujet à approbation budgétaire) débutant le 1er juillet 2002. Les candidat-es doivent avoir un doctorat en criminologie ou dans une discipline connexe complété (ou avoir presque termine). Le bilinguisme est une exigence pour l'obtention de la permanence à l'Université d'Ottawa. Dès l'embauche, les personnes choisies devront avoir la capacite d'enseigner en français, et avoir au moins une connaissance passive de l'anglais. Conformément aux stipulations de la Loi canadienne sur l'immigration, cette annonce s'adresse aux citoyennes et aux resident-e-s du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Prière de faire parvenir votre curriculum vitae, des exemples de travaux récents, ainsi que les noms de trois personnes, leurs adresses et numéros de téléphone/courrier électronique, a des fins de référence, à Professeur Ross Hastings, Directeur, Département de criminologie, Université d'Ottawa, 25 rue Universite, Ottawa, Ontario, K1N 6N5. La date de clôture du concours est le 24 janvier 2002.

CRIMINOLOGY

THE UNIVERSITY OF OTTAWA — The Department of Criminology invites applications for two tenure-track positions (one of these is pending budgetary approval) at the level of Assistant Professor, beginning July 1, 2002. Candidates must have a PhD in Criminology or a related discipline, or be near completion. Bilingualism is a requirement for tenure at the University of Ottawa. At the time of hiring, the successful candidate must be able to teach in French, and have at least a passive knowledge of English. In accordance with Canadian Immigration requirements, this announcement is directed to citizens and permanent residents of Canada. Equity is a University of Ottawa policy. The University strongly encourages applications from women. Please submit a curriculum vitae, copies of recent work and the names, addresses and telephone/email contacts of three references to Dr. Ross Hastings, Chair, Department of Criminology, University of Ottawa, Ottawa, Ontario, K1N 6N5. The closing date for applications is January 24, 2002.

CULTURAL STUDIES

TRENT UNIVERSITY — The Cultural Studies Program is an innovative Honours undergraduate interdisciplinary program which has evolved a distinctive practice of cultural studies that draws on such areas as: cultural and social theory, communications and media studies, film, visual studies, theatre, comparative literature, popular culture and music. It has become one of the largest academic units at Trent University. Faculty members have the opportunity to participate in the interdisciplinary graduate program in the Centre for the study of Theory, Culture and Politics. The Program invites applications for a tenure-track appointment at the Assistant Professor level for 1 July 2002. The Program is looking for a cultural theorist with expertise in one or more of the above areas. An involvement in some form of related cultural practice is an asset, as is an energetic commit-

University of Alberta
Edmonton

Chair, Department of Chemical & Materials Engineering

Applications and nominations are invited for the position of Chair of the Department of Chemical & Materials Engineering. The department provides undergraduate programs in Chemical Engineering, Chemical Engineering (Computer Process Control), and Materials Engineering. These programs have a combined target enrollment of 125 new students each year. The department has a strong graduate program with approximately 135 students following MEng, MSc and PhD programs, and the department is committed to significant further growth in this area. Research in the department is supported by a wide variety of governmental and industrial organizations, with approximately $7 million in externally sponsored research funds received annually. The department has recently experienced considerable growth and currently has 38 full-time faculty members.

Chair, Department of Civil and Environmental Engineering

Applications and nominations are invited for the position of Chair of the Department of Civil & Environmental Engineering. The department, which includes the School of Mining and Petroleum Engineering, provides undergraduate programs in Civil Engineering, Civil Engineering (Environmental Engineering), Mining Engineering and Petroleum Engineering. These programs have a combined quota of 190 new students each year. The department has a strong graduate program with over 240 students following MEng, MSc and PhD programs, and the department is committed to significant further growth in this area. Research in the department is supported by a wide variety of governmental and industrial organizations, with approximately $7.5 million in externally sponsored research funds received annually. The department has recently experienced considerable growth and currently has 39 full-time faculty members with a further 6 faculty positions that are in the process of bring filled.

Chair, Department of Mechanical Engineering

Applications and nominations are invited for the position of Chair of the Department of Mechanical Engineering. The undergraduate program in Mechanical Engineering has a target enrollment of 160 new students each year. The department has a strong graduate program with over 100 students following MEng, MSc and PhD programs, and the department is committed to significant further growth in this area. Research in the department is supported by a wide variety of governmental and industrial organizations, with in excess of $3.5 million in externally sponsored research funds received annually. The department has recently experienced considerable growth and currently has 33 full-time faculty members with a further 4 faculty positions that are in the process of bring filled.

Department Chairs are responsible to the Dean of Engineering for the supervision and administration of the academic programs, budget and all activities of the departments. We are seeking dynamic candidates who possess the teaching, research and administrative experience to provide effective leadership in a Faculty committed to excellence in education and scholarship. These tenured appointments, which will be at the rank of Professor, will take effect on July 1, 2002, or as soon as possible thereafter.

Written nominations or applications for these positions, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by January 15, 2002 to:

Dr. David T. Lynch, P.Eng.
Dean, Faculty of Engineering
University of Alberta
5-1 Mechanical Engineering Building
Edmonton, AB T6G 2G8

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Faculty of Graduate Studies

THE UNIVERSITY OF BRITISH COLUMBIA

CHAIR IN SUSTAINABLE URBAN TRANSPORTATION SYSTEMS

The University of British Columbia is seeking applications for the J. Armand Bombardier Chair in Urban Transportation. This exciting new position will provide leadership to UBC's research and teaching on sustainable urban transportation and spearhead the development of new capability in this area. The tenured position is jointly established in the School of Community and Regional Planning (SCARP) and the Sustainable Development Research Institute (SDRI). Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political-institutional dimensions. Within this context applicants will be knowledgeable about transportation technology and demand-side management and have research interests and experience in policy analysis and implementation, methods of policy assessment, transport modeling, and multistakeholder processes. The successful applicant will be expected to provide leadership to and work closely with other researchers engaged in interdisciplinary sustainability projects addressing the interdependent issues of transportation, energy and land-use strategies from the local to the global level and to offer courses based on this research.

SCARP is a fully accredited (Canada and US) graduate planning program and the largest teaching unit in UBC's Faculty of Graduate Studies. The School is recognised internationally for its explicit pedagogical mission: to advance the transition to sustainability through excellence in integrated policy and planning research, professional education, and community service. Detailed information on SCARP including its research arm, the Centre for Human Settlements, is available at their respective websites: http://www.scarp.ubc.ca and http://www.chs.ubc.ca.

SDRI is a research institute located within the Faculty of Graduate Studies at UBC. Its mandate is to encourage research collaboration on the linkages between the environment, the economy and society, at various spatial and temporal scales. The institute's priorities are research that is strongly interdisciplinary, closely connected to policy and decision-making, and that involves collaboration with non-academic partners. It has developed a global reputation in the areas of sustainability modeling and gaming; community engagement and partnerships; and the integration of the ecological, social and economic dimensions of sustainable development. More information on SDRI activities and research projects is available at <www.sdri.ubc.ca>.

Applications must include a letter stating career objectives, assessment of experience and achievements, approach to teaching, and research goals. Please also include a current curriculum vitae, your web-site address if you have one, and the names and contact information (including e-mail addresses) of three possible referees. The first stage of the selection review will be based on letters of application and CVs. Referees will be contacted for short-listed candidates only. The competition closes on **January 31, 2002** and the position is available immediately. Salary and rank will be negotiated on the basis of qualifications and experience.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Send applications to:

Anthony H.J. (Tony) Dorcey
Director, UBC School of Community and Regional Planning
433 - 6333 Memorial Road
Vancouver, BC, Canada V6T 1Z2

BRANDON UNIVERSITY

Founded 1899

Reading and Language Arts: Early/Middle Years

Department of Curriculum & Instruction (Humanities)

"Something Special"

Brandon University is a leader in providing high-quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Applications are invited for a probationary/tenure-track appointment. Applicants should possess a completed doctorate (or ABD) in Reading and Language Arts with expertise and successful experience in teaching in the Early/Middle Years (Kindergarten to Grade 8). Additional expertise in Early Childhood Education and/or Early Years Social Studies methodologies would be an asset. Applicants must meet the Manitoba qualifications for a teaching certificate.

Duties will include undergraduate and graduate teaching of courses in Reading and Language Arts, supervision of field experiences, supervision of graduate theses and projects, and establishment of a personal program of writing and research.

Starting date: August 1, 2002
Deadline for applications: February 28, 2002 or when position filled
Rank and Salary: Commensurate with qualifications and experience

The Faculty of Education has recently completed the revision of its Bachelor of Education programs. Improved integration of theory and our twenty-six weeks of classroom experiences has been the focus. The new program includes Early Years (K-4), Middle Years (5-8), and Senior Years (9-12) routes. The Faculty operates several projects providing teacher education for rural, aboriginal, northern, and Francophone clientele. Our Master's program has specializations in counseling, special education, curriculum and instruction, and educational administration.

Applicants should submit a copy of their curriculum vitae, transcripts, a statement of writing and research interests, copies of relevant publications, and the names and addresses of three referees.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Contact:
Dr. Thomas MacNeill
Acting Dean
Faculty of Education
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Tel: (204) 727-9656
Fax: (204) 728-3326
macneill@brandonu.ca

For more information visit:
www.brendonu.ca

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ment to program development. Applicantr are encouraged to obtain further information about the Program from the Chair. They should have a completed PhD or equivalent, and demonstrated excellence in teaching and scholarship. Salary will be determined according to qualifications; the minimum salary for an Assistant Professor at present is $45,989. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Trent University is an Employment Equity Employer, and invites applications from women, aboriginal peoples, visible minorities, and disabled persons. Deadline for receipt of all materials, including letters of reference, is January 31, 2002. It is the responsibility of applicants to ensure that their files, including reference letters, are completed by the deadline. All applications, accompanied by transcripts, representative publications, and full curriculum vitae showing qualifications and previous experience and providing the names of at least three referees who have been asked to write on the candidate's behalf, should be sent to: Professor Ian McLachlan, Chair, Cultural Studies Program, Trent University, Peterborough, ON K9J 7B8. Phone 705-748-1011 Ext. 1771, Fax 705-748-1826; e-mail cultstudies@trentu.ca

DENTISTRY

THE UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure track appointment at the Assistant Professor level, commencing July 1, 2002 or as soon after this date as possible. Applicants must have a PhD and/or D.M.D./D.D.S. and published evidence of research ability. Preference will be given to candidates with research experience in oral microbiology and/or microbial ecology. The successful candidate will be expected to develop a strong externally-funded research program to complement ongoing research on oral biofilms. Opportunities exist for collaboration with clinical/basic science departments on the Health Sciences campus. The Department of Oral Biology (http://www.umanitoba.ca/faculties/dentistry/oral_biology) is multidisciplinary and carries out research in anatomy, biochemistry, proteomics, cell and developmental biology, oral physiology and microbiology. The applicant should be fluent in English and will be required to teach dental and dental hygiene students, and to participate in Faculty courser at the graduate level. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with experience and qualifications. The position is subject to final budget approval. Private practice opportunities of one day per week are available for a clinically-qualified appointee. Candidates must be eligible for licensure with the Manitoba Dental Association. A letter of application, including curriculum vitae, statement of research interests and the names and addresses of three referees should be forwarded to: Dr. R. Bhullar, Head, Department of Oral Biology, 780 Bannatyne Avenue, Winnipeg, Manitoba, Canada R3E 0W2 (e-mail: Bhullar@ Ms.Umanitoba.Ca, Fax: 204-789-3913). The closing date for applications is February 15, 2002.

DRAMA

THE UNIVERSITY OF WATERLOO — Assistant/Associate Professor. The University invites applications for a tenure-track position in Drama in the Department of Drama and Speech Communication beginning July 1, 2002. Based in a liberal arts faculty, the Drama programme provides an equal balance between courses in drama studies and theatre arts: Theatre History, Drama Literature, Theatre Criticism, and Stagecraft, Acting, Directing, Designing, and Playwriting. The Department presents 3–4 mainstage productions annually, in addition to a dozen student-initiated projects. The successful candidate must have range enough to work in more than one of these areas and can demonstrate a record of strong interpersonal skills. A PhD, or an MA/MFA with documented professional theatre profile, will be considered. Teaching experience is a considerable asset. Send letters of application and three letters of reference to Professor Jill Tomasson Goodwin, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: February 15, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in the School of Dramatic Art in the area of Movement for the Actor commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date of Applications: January 31/02. Contact: Prof. Diana Mady Kelly, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2805, Fax: 519.971.3629, Email: madykel@uwindsor.ca.

EARTH SCIENCES

THE UNIVERSITY OF TORONTO — The Department of Geology/Earth and Planetary Materials. The Department of Geology is readvertising its vacant tenure rtream position on the downtown (St. George) campus in the field of earth and planetary materials at the assistant professor level. We are particularly interested in, but not limited to, candidates with research interests in quantitative arpects of planetary studies, igneous and metamorphic petiology, mineralogy and high-temperature geochemrtry. Candidates must have a PhD degree at the time of appointment and be able to demonstrate both their ability for independent research and a potential to complement existing research programs described on our web site: www.geology.utoronto.ca. In addition to establishing an internationally recognised independent research program, the succerrful candidate will have a strong commitment to teaching at all levels. Salary will be commensurate with the candidate's qualifications and experience. The position ir available from July 1, 2002. The Department of Geology is well equipped with analytical and experimental facilities to support earth and planetary materiak research. More information on facilities and programs ir available on our web site. Applicants rhould send their complete curriculum vitae, including a list of publications, and a short statement describing their research program. They should also arrange to have at least three letters of reference sent directly to: Chair, Department of Geology, University of Toronto, 22 Russell Street, Room 1066, Toronto, Ontario, Canada M5S 3B1. To ensure full consideration, all information should be received by January 15, 2002. Applications after this date will be considered until the position has been filled. The University of Toronto is stiongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority gioups, and others who may add to the diversity of ideas. Canadian and permanent residents will be considered first for this position.

THE UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track faculty position in geological engineering at the Assistant or Associate Professor rank. The successful candidate will have a PhD with research interests in geological engineering. Desirable research areas include environmental aspects of geological engineering such as subsurface site investigation or applied geophysics with emphasis on Quaternary materials, in addition to more classic areas in geomechanics. Preference will be given to candidates that are eligible for registration within a Canadian Professional Engineering Association. Duties include teaching at the undergraduate and graduate levels, development of an active research program and graduate student supervision. The Department of Earth Sciences has one of the largest undergraduate and graduate enrollments in Canada and with the Department of Civil Engineering operates a cooperative program in Geological Engineering. The successful candidate will be expected to play a significant role in the operation and growth of the Geological Engineering Program. The Department of Earth Sciences has an extensive and diverse research program covering many aspects of modern geosciences. Both internal and external scientific collaboration is encouraged. Salary will be commensurate with experience. The position is available May 1, 2002. The closing date for applications is January 31, 2001. In order for an application to be complete, a curriculum vitae of the candidate and the names of at least three references are required. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of virible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. Applications should be sent to Dr. D. L. Rudolph, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada

ECONOMICS

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for two tenure-track appointments commencing July 1, 2002. Rank is open for one of the appointments, the second appointment will be at the rank of Assistant Professor. Qualifications include a PhD, preferably with some teaching and research experience. Candidates for appointment at the rank of Associate Professor, or above, must have a proven record of excellence in research and teaching. Duties include teaching at the undergraduate and Master's level and research. For one of the positions, the Department is especially interested in applicants with fields in financial economics and econometrics. However, candidates in all areas will be considered. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a virible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for thiee letters of reference to be sent to Dr. Alastair Roberrson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5

QUEEN'S UNIVERSITY — The Department of Economics has one entry-level, tenure-track faculty position in any field in economics beginning July 1, 2002. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, the advertisement for the position is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Complete applications for the above position must be received by Dec. 1, 2001. To apply for this position, applicants should visit our Web Site at http://qed.econ.queensu.ca/recruit. Candidates should click on application form at the bottom of the page to access our electronic application form. Applicants who do not have access to the internet should send a letter of application, curriculum vitae, three letters of reference, and copies of research papers to Professor Beverly Lapham, Appointments Committee, Department of Economics, Queen's University, Kingston, Ontario K7L 3N6

McMASTER UNIVERSITY — Applications are invited for a tenure-track position at the level of senior assistant professor in the Department of Economics commencing Jan 1, 2003. A sufficiently well-qualified candidate will be nominated for a Tier II Canada Research Chair and appointed as an associate professor. The department's preference is to hire an applied microeconomist, although exceptional candidates will be considered in any field. The successful candidate will have an established independent research programme and a record of significant peer-reviewed publications. Responsibilities include undergraduate and graduate teaching and the supervision of doctoral students. The successful candidate will be joining, and will be expected to operate effectively in, a research-oriented department with unique strengths in demographic, health and labour economics as well as applied econometrics and experimental economics. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority for this position. Applications are however welcomed from all qualified candidates regardless of nationality and/or permanent resident status in Canada. In accordance with Employment Equity legislation, McMaster encourages applications from all candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Interested candidates should send a letter of application and a curriculum vitae and request that three academic referees send supporting letters to Stuart Mestelman, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4, telephone (905) 525-9140 x 24594, facsimile: (905) 521-8232, electronic mail econch@mcmaster.ca. The closing date for applications is February 1, 2002

CARLETON UNIVERSITY — The Department of Economics invites applications for a tenure-track appointment at the rank of Assistant Professor, starting in the 2002–2003 academic year, and subject to budgetary approval. The position requires a completed PhD (or expected in 2002), evidence of high-quality research and good teaching potential. The Department is especially interested in candidates who can contribute to our PhD fields' economic development, environmental economics, industrial organization, international economics, monetary economics, and public economics. To apply for this position, please contact A. R. M. Rittel, Chair, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa Canada, K1S 5B6. (E-Mail: Arch_Rittel@Carleton.Ca) Applications should be received by December 31, 2001 and should include the candidate's Curriculum Vitae and sampler of research. Applicants should also request that three letters of reference be sent directly to the Chair. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track positions in the Department of Economics in the areas of Microeconomics and Econometrics commencing July 1, 2002. Subject to Budgetary Approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Closing Date December 15/01. Contact: Dr. Ralph Kolinski, Head, Economics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2368; Fax: 519 973 7096, Email: kolinski@uwindsor.ca.

EDUCATION

THE UNIVERSITY OF VICTORIA — The Faculty of Education will require Sessional Instructors during the 2002 Summer Session. Applicants are invited for the following areas. Graduate Courses: Curriculum Studies; Educational Psychology; Counselling; Leadership Studies; Reading and English; Language Arts, Educational Foundations; Special Education; Educational Technology; Exercise Science and Sport; Coaching Studies, Music Education, Art Education. Undergraduate Courses: Reading/Language Arts; Child Adolescent Development, Foundations, English as a Second Language, Educational Psychology; Exceptional Children, Learning Technology; Science Education (Physics, Earth Science, Biology, and Curriculum & Instruction); Mathematics Education; Social Studies Education; Physical Education; Arts Education (Art, Music & Drama). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. Send application letter and curriculum vitae, by February 22, 2002, Dr. Budd Hall, Dean, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC, V8W 3N4, http://www.educ.uvic.ca, fax 250-472-5063

THE UNIVERSITY OF NEW BRUNSWICK — Why teach at UNB? We offer BEd, MEd and PhD programs. We have relatively small classes so you can get to know your students. You will have an opportunity to play a major role in the faculty and often in the provincial education system right away. We have an excellent teaching climate, excellent support staff, and a comfortable work environment. Fredericton is also a great place to live. The Faculty of Education, University of New Brunswick, is filling tenure track positions at the Assistant Professor level for July 1, 2002 in several of the following disciplines: Mathematics Education. Expertise in both elementary and secondary mathematics teaching and curriculum is essential. Educational Psychology/Special Education: Expertise in psychoeducational assessment is essential. Expertise in the areas of mental retardation and/or behavioral disorders and the potential to be registerable with the College of Psychologists for New Brunswick are desirable. Curriculum Studies: A background in general curriculum is essential. Ability to teach in another area as well is desirable. Counselling and Human Development: Experience in graduate teaching in this area is desirable. Fine Arts Education: Experience in music education is essential, but expertise in the teaching of other fine arts areas is desirable. A term position for one year is also available, specifically in: Music Education with a focus on the education of generalist elementary teachers. A PhD or equivalent is expected and school teaching experience is desirable. Applicants should be able to demonstrate a start toward a research program. Applications will be received until January 31, 2002. Inquiries and applications, including a curriculum vitae, description of teaching and research interests, and names of three references should be sent to: Dr. Marian Small, Dean, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 6E3, e-mail: educ@unb.ca. Information about UNB may be found at http://www.unb.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Educational Studies invites applications for a full-time, tenure track academic appointment in Educational Leadership and Policy at the Assistant Professor level. The appointment will become effective July 1, 2002 or earlier. The Department of Educational Studies offers programs in educational administration and leadership, adult and higher education, philosophy, sociology, and history of education and a specialization in feminist approaches to social justice in education to over 400 graduate students. It also offers concentrations in such ar-

eas as multicultural and anti-racist educatron and policy studies The Department of Educatronal Studies offers graduate degrees at the M.Ed., M.A., and PhD level, an advanced professional Ed D. m Educational Leadership and Policy, as well as diplomas and certificates in a variety of areas. First Nations students, at the pre-service and graduate levels, are served by the Faculty's NITEP and Ts'kel programs. Members of the department also contnbute significantly to the Teacher Education program, which educates over 1,000 students annually. We seek applicants with research and teaching interests in educational administration, leadership, and policy whose work will complement existing expertise and perspectives in the department The successful candidate will be expected to contribute to the department's strong links with professional and scholarly associations in the field of educational leadership in B C and beyond. He or she will have an earned doctoral degree and experience in educational leadership and will provide evidence of competence in both research and teaching The candidate's primary responsibilities will be in programs that prepare students for leadership roles in the K-12 school system and for senior leadership roles in formal and informal educational settings. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents An appointment may be considered at a higher rank for a person with exceptional qualifications Final date for applications February 15th, 2002. Letters of application, curriculum vitae, a copy of one refereed publicatron (if available), the names, addresses and phone and fax numbers of three referees, together with a statement of research interests should be sent to. Dr. Carolyn Sheilds, Professor and Head, Department of Educational Studies, Faculty of Education, 2125 Main Mall, UBC Campus, Vancouver, B C. Canada V6T 1Z4, Telephone. (604) 822-5353; Fax (604) 822-4244, e-mail: carolyn.sheilds@ubc.ca.

THE UNIVERSITY OF WINNIPEG — The Bachelor of Education Program rnvites applications from qualified men and women for a probationary tenure-track position at the rank of Assistant Professor in Mathematics Education The Bachelor of Education Program is a 5-year integrated program that stresses an interdisciplnary and collaborative approach to teacher education. It also provides an additional focus on the preparation of teachers for urban and inner city schools. Experience teaching within the K-12 systems as well as the post-secondary level rs desirable. In addition, background in urban and inner city issues would be an asset. It is preferred that applicants have a doctoral degree Rank and salary commensurate with qualifications and experience Applicants must have a commitment to undergraduate teaching and research and ideally, be knowledgeable in the areas of curriculum planning and program development. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities Subject to budgetary approval, this position will commence on July 1, 2002. Deadline for submission of applications is January 30, 2002. Interested applicants should send a curriculum vitae, including the names of three referees to Dr. Annabelle Mays, Dean of Education, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9, fax (204) 772-7980, e-mail: a.mays@uwinnipeg.ca For more information about the University of Winnipeg and the B Ed Program, see our website at www.uwinnipeg.ca/bed

EDUCATIONAL & COUNSELLING PSYCHOLOGY

MCGILL UNIVERSITY — The Department of Educational and Counselling Psychology (http://www.education.mcgill.ca/ecp), rnvites applications for a tenure-track position in the CPA/APA-accredited Counselling Psychology Program at the Assistant or Associate level beginning September 2002. Successful applicants should be licensed or licensable psychologists and have a well-articulated research program in the areas of efficacy, effectiveness, and processes in psychotherapy. Preference will be given to candidates with a strong teaching record in a wide array of counselling psychology areas. Application deadline January 31st, 2002 Please send a cover letter including statement of research and teaching interests, curriculum vitae, sample publications, and three reference letters to Dr Susanne P Lajoie, Chan, Department of Educatronal & Counselling Psychology, Counselling Psychology Search Committee, McGill University, 3700 McTavish, Montreal, QC, H3A 1Y2 For further informatron, please contact Program Director, Dr. Ted Maroun, (514) 398-2449, maroun@education.mcgill.ca. McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents of Canada.

MCGILL UNIVERSITY — The Department of Educational and Counselling Psychology (http://www.education.mcgill.ca/ecp), Invites applications for a tenure-track Assistant Professor position in Inclusive Education, starting September 2002. Research program in an area of special needs education (learning disabilities, emotional behavioral disorders, intellectual handicaps, pervasive developmental disorders, etc.). Demonstrated ability in graduate and undergraduate teaching in the education of children with special needs including the adaptation of curriculum and teaching materials. Application deadline January 31st, 2002. Please send a cover letter including statement of research and teaching interests, curriculum vitae, sample of publications, and three reference letters that explicitly address our expectations for excellence in teaching, research and leadership to: Dr. Susanne Lajoie, Chair, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish Street, Montreal, Quebec, Canada H3A 1Y2. For further information, please contact Dr. Nancy Heath, Chair, Special Education Search Committee (514) 398-3419, heath@education.mcgill.ca McGill University is committed to equity in employment In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents of Canada

ELECTRONICS

CARLETON UNIVERSITY — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Electronics to commence July 1, 2002 This position is subject to budgetary approval. Candidates must hold a doctoral degree, and must have demonstrated potential to carry out leading-edge research and teaching at the graduate and senior undergraduate level in the field of microelectronics Expertise in integrated design for telecommunications mduding mixed-signal, analog or RF IC design is particularly valued. Membership or eligibility for membership in a Canadian professional engineering association is desirable but not essential. The Department of Electronics has a long history of research excellence rn VLSI design, IC process technology, CAD for VLSI, antenna design, and semiconductor device modelling and has superb infrastructure to support work in these fields (details can be found at http://www.doe.carleton.ca). The Department is a member of all relevant federal and provincial centers of excellence, including CITO, Micronet and CITR. The faculty includes three IEEE Fellows. Carleton University's location in Ottawa — Canada's high technology capital — has allowed the Department to develop strong research collaboration with many key companies in the telecommunications and microelectronics sectors. There is also strong collaboration with the National Research Council and the Communications Research Centre Home to the National Arts Center, the National Gallery and many major museums, Ottawa offers the convenience of living in a medium-sized city combined with the cultural activities one would expect in a much faiger urban center There are also excellent opportunities for outdoor sports and recreation throughout the year. Applications, with a detailed curriculum vitae and the names of three referees, should be sent to Prof M S. Nakhla, Chair, Department of Electronics, Carleton University, Ottawa, Ontario, Canada K1S 5B6, telephone (613) 520-5754; fax (613) 520-5708, email: msn@doe.carleton.ca Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and people with disabilities Persons from these groups are encouraged to apply

CARLETON UNIVERSITY — Applications are rnvited for a tenure-track position at the Assistant Professor level in the Department of Electronics to commence July 1, 2002 This position is subject to budgetary approval. Candidates must hold a doctoral degree, and must have demonstrated potential to carry out leading-edge research and teaching at the graduate and senior undergraduate level in the field of photonics and opto-electronics The successful candidate will be expected to build a strong research program and to participate actively in teaching and the development of new courses in the field at the graduate and senior undergraduate levels. Areas of particular interest include photonic applications of MEMS (e.g. optical switching and attenuation), techniques for WDM, and waveguide integration. Membership of eligibility for membership in a Canadian professional engineering association is desirable but not essential. The Department of Electronics maintains a superb laboratory for research in silicon process technology and semiconductor device physics. Considerable expertise is available in the fabrication of microelectromechanical systems, holographic optical elements, optical waveguides, and devices mcorporating SiGe alloys (details can be found at http://www.doe.carleton.ca) Start-up funding will be available to assist in the further development of an advanced opto-electronics and photonics laboratory at Carleton Historically, the Department has maintained strong research collaboration with the National Research Council, Communications Research Center, and local industry. This collaboration will be strengthened in coming years as the National Capital Institute of Telecommunications (NCIT) combines the resources of industrial, government and university labs in photonics and other strategic areas. Participation of the successful candidate rn NCIT will be invited. Home to the National Arts Center, the National Gallery and many major museums, Ottawa offers the convenience of living in a medium-sized city combined with the cultural activities one would expect in a much larger urban center. There are also excellent opportunities for outdoor sports and recreation throughout the year. Applications, with a detailed curriculum vitae and the names of at least three referees, should be sent to Prof. M.S. Nakhla, Chan, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6; telephone (613) 520-5754, fax (613) 520-5708; email: msn@doe.carleton.ca Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from those groups are encouraged to apply

ENGINEERING

ST. FRANCIS XAVIER UNIVERSITY — The Department of Engineering invntes applications for a limited-term (9 months) sabbatical replacement faculty position in Civil or Mechanical Engineering at the Assistant Professor rank Applicants are expected to have a PhD in the appropriate Engineering discipline but professional engineers with a Master's degree in Engineering will also be considered The successful candidate be required to teach Engineering Design & Graphics I and Statics to first-year Engineering students and Strength of Materials and Engineering Design & Graphics II to second-year Engineering students. The appointment will be effective 1st September 2002. Applicants should send a CV and the names of three referees to: Dr. W. R. Quinn, PEng., Professor and Chair, Department of Engineering, St. Francis Xavier University, P. O. Box 5000, Antigonish, Nova Scotia, Canada B2G 2W5 by and arrange for their referees to send letters directly to the address above Consideration of applications will begin March 1, 2002 and will continue until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Francis Xavier University is committed to merit-based hiring and to employment equity

ST. FRANCIS XAVIER UNIVERSITY — The Department of Engineering mvites applications for a tenure-track faculty position rn Electrical Engmeering at the Assistant Professor rank. The successful candidate, who must have a strong commitment to both teaching and research, will be required to. teach Electnc Circuits, Circuit Analysis, Data Structures & Numerical Methods and Differential Equations for Engineers to second-year Engineering students; undertake NSERC-funded research in his/her specialty area. contnbute to the University community through committee work. It is expected that the successful candidate will either be a registered Professional Engineer or will be eligible for registration as a Professional Engineer in the Province of Nova Scotia within a short period of time. The appointment will be effective July 1, 2002. Applicants should send a CV, a statement of research plans, a statement of teaching philosophy, and the names of three referees to: Dr. W. R. Quinn, P.Eng., Professor and Chair, Department of Engineering, St. Francis Xavier University, P. O. Box 5000, Antigonish, Nova Scotia, Canada B2G 2WSand arrange for their referees to send letters directly to the address above. Consideration of applications will begin March 1, 2002 and will continue until the position is filled In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Francis Xavier University is committed to merit based hiring and to employment equity

CARLETON UNIVERSITY — Applications are invited foi two tenure-track positions at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence July 1, 2002. These positions are subject to a budgetary approval. Preference will be given to PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineenng association is desirable Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability in one or more of Aircraft or Rotorcraft Aerodynamics, Fluid Dynamics, Thermodynamics, Heat Transfer. Some industrial experience and a keen interest in Aerospace Oesign would be an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace engineering and there are excellent opportunities for research collaboration with industry and government mstitutes and laboratories. Further information on the department is available from: http://www.mae.carleton.ca Applications, with a curriculum vitae, and the names of three referees should be sent to. Professor Robert Bell, Chai, Department of Mechanical and Aerospace Engineenng, Carleton University, 1125 Colonel By Drive, Ottawa, Ontano, K1S 5B6, telephone (613) 520-6694; fax (613) 520-5715. Carleton University Is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities Persons from these groups are encouraged to apply Salary will be commensurate with rank and experience. Applications will be accepted as long as the positions remain unfilled

CARLETON UNIVERSITY — Applicrations are invited for a tenure-track posrtion at the Instructor level in the Department of Systems and Computer Engineenng to commence January 1, 2002. This position is subject to budgetary approval Applicants must have a master's degree in Electncal Engineering, Computei Engineering, or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be able to teach undergraduate courses in a variety of topics in software, software engineering, computing, and communications We are looking for dynamic teachers with a real interest in motivating undergraduate students to excellence in the engineering profession In conjunction with the Department of Electronics, the Department of Systems and Computer Engineering also offers a full slate of innovative and popular undergraduate electncal and computer engineering programs: Computer Systems Engineering, Electrical Engineenng, Communrcations Engineering, Software Engineering, and Engineering Physics. More information on the department is available from rts web page at http// www.sce.carleton.ca, and information about Ottawa is available at www.ottawa.com Applications, with a curriculum vita and the names of three referees should be sent to. Dr. R.A Goubran, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontano K1S 5B6, Canada; email: chair@sce.carleton.ca, telephone. (613) 520-5742, fax: (613) 520-5727 Salary will be commensurate with qualifications and experience Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons Persons from those groups are encouraged to apply

CARLETON UNIVERSITY — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineenng to commence January 1, 2002 This position is subject to budgetary approval. Applicants must have PhD in Electrical Engineering, Computer Engineering, or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable Candidates should be ready to teach undergraduate and graduate courses, the ability to teach software graduate software courses is especially desirable. Candidates must have demonstrated capability in research. Research rn computer communication networks rs especially desirable, but research in any one or more of the following areas is of interest· communications systems, network protocols, network modelling, network computing, real time systems, embedded systems, and software/hardware interfaces, multimedia communication systems and signal processing; telecommunications technology management. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 200 graduate students at the master's and PhD levels. The department takes full advantage of the high concentration of industry, government and university communications and information technology-oriented research collaboration with many of the area's software and communications firms. It is a major participan rn CITO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research), MITACS (Mathematics of Information Technology and Complex Systems), the National Capital Institute of Telecommunications (NCIT), and other research and information technology consortia In conjunction with the Department of Electronics, the Department of Systems and Computer Engineering also offers a full slate of innovative and popular undergraduate electrical and computer engineering programs: Computer Systems Engineering, Electncal Engineering, Communications Engineering, Software Engineering, and Engineering Physics.

Memorial
University of Newfoundland

Faculty Positions
SIR WILFRED GRENFELL COLLEGE
Corner Brook, Newfoundland

Sir Wilfred Grenfell College is a small (1100 students) Liberal Arts and Science institution and a campus of Memorial University of Newfoundland. Memorial is the largest university in Atlantic Canada and, as the Province's only university, plays an integral role in the educational and cultural life of Newfoundland and Labrador through offering diverse graduate and undergraduate programmes to almost 16,000 students. At Sir Wilfred Grenfell College, our emphasis is on a small-class environment and teaching excellence in distinctive multi- and interdisciplinary degree programmes with four-year Bachelor's degrees in Arts (English, environmental studies, historical studies, humanities, psychology, and social/cultural studies), Fine Arts (theatre and visual arts), Science (environmental science), and Nursing. Visit our website: www.swgc.mun.ca

Grenfell College is located in the City of Corner Brook on Newfoundland's West Coast. Corner Brook (population 22,000) is a safe and friendly city with excellent recreational and cultural facilities, situated in an area of great natural beauty overlooking the Bay of Islands and affording a spectacular view of the Blomidon Mountains. The City is some 80 kilometers from Gros Morne National Park, a UNESCO World Heritage Site, and 10 kilometers from Marble Mountain, one of Eastern Canada's premier downhill ski resorts.

The College seeks applications for the following probationary (tenure track) and term appointments. Except where specified, these positions require the completion or near completion of a PhD. Note that all teaching term appointments will be of the contract period of August 19, 2002 to April 30, 2003.

Division of Arts

English — A teaching term appointment. Candidates must have expertise in the history of English Language, Style and Rhetoric. Evidence of teaching experience in these areas and in first-year English Language and Literature is required.

English — A teaching term appointment. Candidates must have a specialty in Twentieth Century Literature. Evidence of teaching experience in this area as well as in first-year English Language and Literature is required.

Division of Fine Arts

Theatre — A probationary (tenure-track) position to teach Acting over four years of a bachelor of Fine Arts (Theatre) Program. The candidate should have significant experience as a professional actor and/or director and be prepared to direct departmental productions. The ability to teach in other areas of the Program such as Theatre History, Criticism, Voice or Movement would be an asset. Teaching experience at the University or College level is desirable. An MFA or equivalent is required. Appointment starts July 1, 2002.

Division of Science

Aquatic Biologist/Limnologist — A teaching term appointment. The successful applicant will be expected to teach Introductory Ecology (Biology 2600), Freshwater Ecology (Environmental Science 3130) and Analytical Ecology (Environmental Science 4132; Biostatistics/Community Ecology), and labs associated with these courses. As well, the candidate will be expected to teach a selection of other courses drawn from Introductory Biology (Biology 1001/1002), Introductory Environmental Science (Environmental Science 1000) and the Environmental Science seminar (Environmental Science 4000). Opportunities exist to supervise Honours and General students in their research projects and/or participate in the field course (Environmental Science 4140). A PhD in Ecology or Limnology is preferred.

Environmental Organic Chemist — A teaching term appointment. The successful applicant will be expected to teach Industrial Chemistry (Environmental Science 3260), and Environmental Organic Chemistry (Environmental Science 4249). As well, the candidate will teach a selection of courses drawn from the Introductory General Chemistry (Chemistry 1810/1200/1001), the Organic Chemistry for Biologists (Chemistry 2440, including laboratory sections) and the Introductory Organic Chemistry (Chemistry 2400/2401, including laboratory sections) and the Survey of Environmental Chemistry (Environmental Science 2261). Opportunities exist to supervise Honours and General students in their research projects. A PhD in Organic or Physical Organic Chemistry is preferred.

Division of Social Science

Geography/Environmental Studies — A probationary (tenure track) position which supports an interdisciplinary Bachelor of Arts programme in Environmental Studies and the initial years of a Bachelor's Program in Geography. Candidates with a broad background in human geography, geographic information systems, and the capacity to teach both economic and cultural geography, will be considered. Experience in such areas as remote sensing, risk assessment, and quantitative methods will be an advantage. Appointment starts July 1, 2002.

Geography/Environmental Studies — A teaching term appointment. This position supports an interdisciplinary Bachelor of Arts in Environmental Studies and initial years of a Bachelor's Program in Geography. Candidates with a broad background in physical geography, quantitative methods and resource management will be considered. As well, the ability to offer a winter outdoor pursuits course with an emphasis in trail skiing, ski touring and telemarking, and avalanche safety is a definite advantage. Preference will be given to those who have demonstrated skill in teaching at the university level.

Psychology — A three-year regular term appointment commencing July 1, 2002 ending June 30, 2005. Candidates from any area of specialization will be considered. In addition to teaching in one's area of specialization, teaching responsibilities may include courses in general introductory psychology The candidate may also be requested to do honours thesis supervision which will be for extra remuneration. Teaching experience at the university level is an asset. Please note that during the term of this contract, it is expected that one or more tenure track positions will be offered in Psychology. The incumbent will be welcome to apply for any such position.

Psychology — A teaching term appointment. Candidates from any area of specialization will be considered but the ability to teach elementary undergraduate statistics and methodology is an asset. Teaching responsibilities may include courses in general introductory psychology. The candidate may also be requested to do honours thesis supervision for extra remuneration.

Sociology — A teaching term appointment. The successful candidate will teach courses in at least three of the following areas in the interdisciplinary Social/Cultural Studies Program: Introductory Sociology, Social Theory, Research Methods, Culture and Communication, Technology and Society, Social Movements, and Gender and Society. Preference will be given to those who have demonstrated skill in teaching at the university level.

Counselling

A term appointment in counselling for the contract period of August 19, 2002 to April 30, 2003. We are seeking a generalist with a background appropriate to counselling undergraduates in a college/university setting. Duties will include personal, academic and career counselling with students individually and in groups, providing related educational services and in-service training of students and staff as required. A PhD, or equivalent, in counselling, counselling psychology, guidance and counselling is preferred, but qualified candidates with a master's degree in one of these areas will be considered.

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Salary and rank will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Consideration of applications will be begin on February 1, 2002 and continue until positions are filled. All positions are subject to budgetary approval. A letter indicating the position applied for, as well as a curriculum vitae, teaching dossier, and the names of three references should be sent to: **Dr. Tom Daniels, Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NF, A2H 6P9.** Telephone 709-637-6231. Fax 709-637-6218. Email: tdaniels@swgc.mun.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

More information on the department is available from its web page at http://www.sce.carleton.ca and information about Ottawa is available at www.ottawa.com. Applications, with a curriculum vita and the names of three referees should be sent to: Dr. R.A. Goubran, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Canada, email: chair@sce.carleton.ca, telephone: (613) 520-5742, fax: (613) 520-5727. Salary will be commensurate with qualifications and experience. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from those groups are encouraged to apply.

CARLETON UNIVERSITY — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence January 1, 2002. This position is subject to budgetary approval. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach undergraduate and graduate courses, and have demonstrated capability in research, in one or more of the following areas: (1) real time systems, embedded systems and software/hardware interfaces, or (2) network computing and operating systems, and middleware. Candidates with research strengths in other related areas, such as multimedia are also welcome. The department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CITO (Communications and Information Technology Ontario). CITR (Canadian Institute for Telecommunications Research) and other research consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page at http://www.sce.carleton.ca and information about Ottawa is available at www.ottawa.com. Applications, with a curriculum vita and the names of three referees should be sent to: Dr. R.A. Goubran, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Canada; email: chair@sce.carleton.ca; telephone (613) 520-5742; fax (613) 520-5727. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from those groups are encouraged to apply.

YORK UNIVERSITY — is in the process of establishing new undergraduate programs in Engineering. As part of this expansion, York University invites applications for a number of tenure-track positions and/or contractually limited positions in Computer Engineering over the next few years. The University expects to fill two tenure-track appointments and up to two contractually limited appointments at the Assistant Professor level by July 1, 2002. All positions are subject to budgetary approval. A recent degree in Computer or Electrical Engineering is required and the applicants must demonstrate strong potential for excellence in research and teaching at both the graduate and undergraduate levels. Applicants must identify for which position (tenure-track or CLA) they are applying. The Computer Engineering program is housed within the Department of Computer Science at York University, which includes over 35 faculty members, and is moving to a new building in fall 2001. Located in Metropolitan Toronto, York University is the third largest university in Canada. For further information concerning the department see http://www.cs.yorku.ca. Applications, with curriculum vitae and the names of four references should be sent to: Computer Engineering Search Committee Chair, Department of Computer Science, Faculty of Pure and Applied Science, York University, 4700 Keele Street, Computer Science Bldg., Toronto ON, Canada M3J 1P3. Applications should be received by January 15, 2002 for appointments to be made for July 1, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Computer Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

QUEEN'S UNIVERSITY — Applications are invited for a tenure-track position at the Assistant Professor level commencing May 1, 2002, subject to budgetary approval. Applicants must hold a PhD in Chemical Engineering or a related discipline and must hold, or be eligible to hold, professional engineering registration in Canada. The successful candidate will provide instruction in core chemical engineering or engineering chemistry courses, offer graduate courses in the area of research specialization, develop a strong research program which involves the supervision of graduate students and industrial interaction, and contribute administratively to the Department, Faculty of Applied Science and the University. To support strategic strengths at Queen's, research interests should be concentrated in the areas of: process control and applied statistics, bioenvironmental/biochemical/biomaterials engineering, reaction engineering, combustion, transport phenomena and engineering chemistry. The University offers a competitive teaching and research initiation grant. Additional information about the department and Queen's University is available at http://www.chemeng.queensu.ca. Applicants should send a detailed curriculum vitae, their private e-mail address, a statement of teaching and research interests, and the names of three referees to: Dr. Ronald J. Neufeld, P.Eng., Chair, Appointments Committee, Department of Chemical Engineering, Queen's University, Kingston, ON, Canada, K7L 3N6, Tel: (613) 533-2765, Fax: (613) 533-6637, neufeld@chee.queensu.ca. Priority will be given to applications received before December 31, 2001. Applications will continue to be accepted until the position is filled. Queen's University welcomes diversity in the workplace, is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Canadian citizens and permanent residents will be considered first for this position.

DALHOUSIE UNIVERSITY — The Department of Mechanical Engineering invites applications for a tenure-track position at the rank of Assistant Professor in the area of Mechanics of Solids. The successful candidate will be expected to teach courses at the undergraduate and graduate levels, to maintain and develop teaching and research laboratories, and to establish a vigorous and externally-funded research program. Candidates must have an earned doctorate in Mechanical Engineering (or must have completed all the requirements for the doctorate by the time of appointment), an outstanding academic record, excellent communications skills and teaching ability, and should be qualified for registration as a professional engineer. Industrial experience, although not essential, will be considered as an asset. Further information on the Mechanical Engineering Department at Dalhousie is available on our web site: http://www.me.dal.ca. Applications, including a curriculum vitae and the names, addresses, telephone numbers and e-mail addresses of three referees should be submitted to: Dr. Alex Kalamkarov, Chair of the Search Committee, Department of Mechanical Engineering, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4 by January 31st, 2002. It is expected that the appointment will be made by July 1st, 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

THE UNIVERSITY OF OTTAWA — The School of Information Technology and Engineering (SITE), invites applications for tenure-track positions at all levels. The School, with 2000 undergraduate and 250 graduate students, and 55 professors, runs Bachelor's, Master's and PhD programs in Electrical Engineering, Computer Engineering, Computer Science, Software Engineering. Areas of priority include wireless and optical communications, Internet technologies, distributed computing, bioinformatics, database systems, and software engineering in general. PhD in a relevant discipline is required. Successful candidates will demonstrate the ability to develop strong independent research and to teach effectively undergraduate and graduate courses, rank and salary commensurate with qualifications and experience. Bilingualism (English/French) is an asset. Additional information: http://www.site.uottawa.ca/. Send applications with a CV and the coordinates of four referees to Director, SITE, University of Ottawa, P.O. Box 450, Stn A, Ottawa, Ontario, K1N 6N5, Canada. Applications will be considered until the positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University is an equal opportunity employer.

THE UNIVERSITY OF GUELPH — We invite applications for a full-time, tenure-track position in the School of Engineering commencing July 1, 2002. The intention is to appoint at the Assistant Professor level. The position is one of three new positions created as part of an NSERC Chair in Environmental Design Engineering which includes the development of an Urban Systems Environmental Design (USED) Centre. The USED Centre is a new initiative that will use the entire community of Guelph as a case study to provide advanced Environmental Design Engineering education and develop advanced Environmental Design Engineering capabilities. Applicants are to have a PhD degree in Engineering, be a Professional Engineer (or qualified and prepared to become a registered Professional Engineer) and have expertise in engineering design and the environmental dimension of their engineering field. All fields will be considered, however, the following are as area of particular interest for the current position: manufacturing, energy efficiency, climate change and air pollution. The successful applicant is expected to participate in the USED Centre, to establish a strong research program in environmental design engineering, to teach both graduate and undergraduate courses, and to advise graduate students (M.Eng., M.Sc., and PhD). The School of Engineering has 24 faculty, 13 staff, approximately 600 undergraduate students (37% of whom are female) and about 85 graduate students. It currently offers accredited undergraduate programs in Biological Engineering, Engineering Systems and Computing, Environmental Engineering and Water Resources Engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $75 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrolment of over 15,200 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application deadline: February 15, 2002. Applications (including a CV and the names and addresses of three referees) should be submitted to: Dr. Richard G. Zytner, P.Eng., Acting Director and Professor, School of Engineering, University of Guelph, Guelph, ON N1G 2W1. Email: rzytner@uoguelph.ca, fax: (519) 836-0227. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

McMASTER UNIVERSITY — The Department of Civil Engineering invites applications for two tenure-track faculty positions, one in the area of Computational Mechanics and one in the area of Environmental Engineering, at the Assistant or Associate Professor rank, commencing July 1, 2002. Recent hires in the Department and the creation of endowed chairs in Masonry and in Infrastructure Renewal have provided the opportunity to become a leader in Effective Design and Infrastructure Renewal, as well as in water resource engineering. The advertised positions are intended to complement and bridge these two areas, as well as enhance existing strength in computational mechanics. Computational Mechanics: Preference will be given to those candidates that have a strong background in Computational Mechanics and expertise in one or more of the following: continuum mechanics, geomechanics, material/constitutive modeling and soil dynamics. Environmental Engineering: Preference will be given to those candidates that have a strong background in Environmental Engineering and expertise in one or more of the following: ground remediation, modeling, pollutant transport, sustainable infrastructure, water quality and water treatment. The availability of the position is subject to final budgetary approval. Applicants are expected to have an undergraduate degree in Civil Engineering, be eligible for registration as a professional engineer, and have a PhD degree. They must have a solid background in the fundamentals of their area of expertise. At the time of appointment the candidate must have a strong research record and demonstrate good communication skills. The candidate is expected to develop a well-funded research program including graduate supervision, as well as teach at the graduate and undergraduate levels. Experience in experimental research and demonstrated ability to work with industry will be considered an asset. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). The application materials should be sent to the Chair of the appropriate search committee: Dr. Samir E. Chidiac, Chair, Computational Mechanics Faculty Search Committee, Department of Civil Engineering, McMaster University, Hamilton, Ontario L8S 4L7; Telephone: (905) 525-9140 ext. 27768; fax: (905) 529-9688; Email: chidiac@mcmaster.ca. Dr. Ahmed Ghobarah, Chair, Environmental Engineering Faculty Search Committee, Department of Civil Engineering, McMaster University, Hamilton, Ontario L8S 4L7. Telephone: (905) 525-9140 ext. 24913, fax (905) 529-9688. Email: ghobara@mcmaster.ca. Applications will be accepted until the position have been filled. In accordance with Canadian Immigration requirements Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal people, persons with disabilities, members of visible minorities and women. For more information about the department, please consult: http://www.eng.mcmaster.ca/civil. Research Associate / Post-Doctoral Fellowship in Groundwater Contamination. The Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, invites applications for a Research Associate / Post-Doctoral position. As part of the National Clean Water Network, the successful candidate will carry out research into the fate and persistence of target pathogens along with standard nutrient components at various animal manure storage sites. The primary focus of the research is on the impact of manure management practices on regional groundwater resources, alternative management approaches

McGill

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,0000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of non-academic staff.

Tenure Track Positions (Agricultural & Environmental Sciences)

Bioinformatics

The Department of Plant Science (www.mcgill.ca/macdonald/academic/plant/) and the McGill Centre for Bioinformatics (www.cs.mcgill.ca/~bioinfo) invite applications for a tenure track position in bioinformatics. Candidates must have a PhD in a relevant field and will be expected to develop a strong research and graduate training program in one or more of the following areas: gene and gene function identification, computational genomics or proteomics, reverse genetics of metabolic pathways, genome structure and organization, algorithm development for data mining, metabolic engineering, advanced computational approaches to environmental, or phylogenetic or biodiversity data analysis. The successful candidate will be expected to teach at both the undergraduate and graduate levels and contribute to the development of the discipline at McGill. This is position is subject to final university approval. Contact Dr. Marc Fortin, Chair, Department of Plant Science marc.fortin@mcgill.ca

Biosystems Engineering

The Department of Biosystems Engineering (www.mcgill.ca/macdonald/academic/engineering) invites applications for a tenure track position in the area of mechatronics, including automation and instrumentation, the use of robotics, machine vision and electronic sensors in the operation and management of machines and machine systems. Applicants must have a PhD and are expected to register as a professional engineer in Canada. The successful candidate will be expected to develop a rigorous research program and to teach at both the undergraduate and graduate level. Contact: Dr. Robert Kok, Chair of the Selection Committee, kok@macdonald.mcgill.ca

Environmental Demography

The McGill School of Environment (MSE) (www.mcgill.ca/mse) and the Department of Sociology (www.arts.mcgill.ca/programs/sociology) invite applications for a joint tenure track position in environmental demography. The candidate must have a PhD in sociology or demography and be conducting research on the interface between population studies and environmental issues. Teaching responsibilities will consist of two courses in the Department of Sociology (population and society and/or environmental sociology) and two courses in the MSE. The successful applicant will be expected to develop a rigorous research program and to supervise graduate students. Applications should be received by 1 December 2001, but will be accepted until the position is filled. Contact: Dr. Peter G. Brown, Director, MSE, pgb@mse.mcgill.ca.

Environmental Microbiology

The Department of Natural Resource Sciences (www.mcgill.ca/macdonald/academic/natural/) invites applications for a tenure track position in environmental microbiology. Applicants must hold a PhD and possess research interest and demonstrated expertise in an area pertaining to environmental microbiology, microbial ecology and/or bioremediation. Expertise in molecular biology would be an asset and in particular we are interested in candidates who use molecular genetic approaches to the study of bioremediation of soils. The successful candidate will be expected to develop a rigorous research program and to participate in the teaching of undergraduate and graduate level courses pertaining to microbiology and environmental microbiology/biotechnology. Contact: Dr. Benôit Côté, Chair, Department of Natural Resource Sciences, coteb@nrs.mcgill.ca.

Forest Insect Ecology

The Department of Natural Resource Sciences (www.mcgill.ca/macdonald/academic/natural/) invites applications for a tenure track position in forest insect ecology. Applicants must have a PhD in a relevant field and be prepared to teach courses in economic entomology, urban forest ecology, population ecology and/or complex ecological systems. The successful candidate will be expected to develop a rigorous research and graduate training program in one of the following areas: controls on population dynamics and biodiversity of forest insects, chemical ecology of plant-insect interactions, roles of insects in forest health and ecosystem dynamics or related areas. Contact: Dr. Benôit Côté, Chair, Department of Natural Resource Sciences, coteb@nrs.mcgill.ca.

GIS Applications

The McGill School of Environment (MSE) (www.mcgill.ca/mse) and the Department of Geography (www.geog.mcgill.ca) invite applications for a joint tenure-track position in GIS and its applications. Applicants must possess a PhD and should apply GIS to topics such as human dimensions of global change, landscape ecology, environmental health/medical geography and community participation. The successful candidate will be expected to teach at the undergraduate and graduate levels and to develop a rigorous research program, embracing graduate student supervision. The deadline for application is December 1, 2001. Contact: Dr. Peter G. Brown, Director, MSE, pgb@mse.mcgill.ca.

Mammalogy

The Department of Natural Resource Sciences (www.mcgill.ca/macdonald/academic/natural/) invites applications for a tenure track position in mammalogy. Applicants must hold a PhD in a relevant field, preference will be given to applicants with a background in population dynamics, wildlife management and/or statistics involving mammals. The successful candidate will be expected to establish a rigorous research and graduate training program which advances biological knowledge while addressing management and environmental concerns, and to teach courses in wildlife biology and management. Contact: Dr. Benôit Côté, Chair, Department of Natural Resource Sciences, coteb@nrs.mcgill.ca.

Plant Science

The Department of Plant Science (www.mcgill.ca/macdonald/academic/plant/) invites applications for a tenure track position in plant science. Candidates must have a PhD in a relevant field and will be expected to develop a strong research and graduate training program in one or more of the following areas: plant pathology, plant disease diagnostics and management, plant-microbe interactions, plant-environment interactions, functional genomics or proteomics, reverse genetics of metabolic pathways, plant physiology or plant population dynamics. The successful candidate will be expected to teach at both the undergraduate and graduate levels. This is position is subject to final university approval. Contact Dr. Marc Fortin, Chair, Department of Plant Science marc.fortin@mcgill.ca.

Religious Ethics & Environment

The McGill School of Environment (MSE) (www.mcgill.ca/mse) and the Faculty of Religious Studies (FRS) (www.mcgill.ca/religion/), invite applications for a joint tenure track position in Religion, Ethics, and the Environment. A PhD in a specialization appropriate to teach in the areas of Religion, Ethics, and Environment is required. The successful applicant will be expected to teach at the undergraduate level and to develop a rigorous research program, including supervision of graduate students. Review of files for this position is currently under way. Contact: Dr. Peter G. Brown, Director, MSE ogb@mse.mcgill.ca.

Veterinarian

The Department of Animal Science (www.mcgill.ca/macdonald/academic/animal/) invites applications for a tenure track position in animal science (physiology, endocrinology, immunology or other related fields). Applicants must possess a D.V.M. degree as well as a PhD. The successful candidate will be expected to develop a rigorous research program, supervise graduate students and teach comparative anatomy and an introductory animal health course at the undergraduate level. Contact: Dr. Xin Zhao, Chair, Department of Animal Science, zhao@macdonald.mcgill.ca.

Canada Research Chairs

Highly qualified candidates, likely to be eligible for Canada Research Chairs are particularly encouraged to apply either at the junior (Tier II) or senior (Tier I) level. Information on the Canada Research Chairs Program may be found at www.chairs.gc.ca. Senior appointments will normally be made at the Full Professor level. Junior appointments will normally be made at the Assistant Professor level.

Applications

We anticipate filling these positions, normally at the rank of Assistant Professor, for June 1, 2002. Please forward all applications to the appropriate Department contact. Unless otherwise specified, the deadline for the receipt of applications will be **February 15, 2002**. Review of applications will continue until the positions are filled. Applicants should submit a letter of intent, a curriculum vitae, a statement of teaching and research interests and the names of three qualified individuals who may be asked for letters of reference.

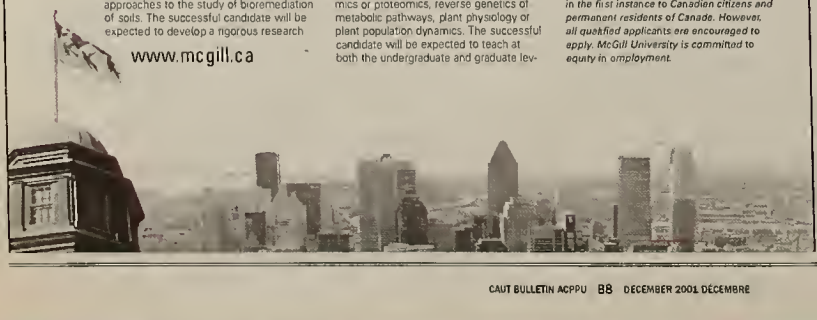
Please direct all general inquiries to:

The Dean, Faculty of Agricultural and Environmental Sciences
McGill University
Macdonald Campus
21111 Lakeshore
Ste. Anne de Bellevue
Quebec, Canada H9X 3V9

Telephone: (514) 398-7707
E-mail: dean@macdonald.mcgill.ca

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. However, all qualified applicants are encouraged to apply. McGill University is committed to equity in employment.

www.mcgill.ca



and economic implications. Further details of the NCE program can be found at: home.cc.umanitoba.ca/~woodbur/research.html along with details of our collaborative research program with the Natural Sciences and Engineering Research Council and the Manitoba Livestock Manure Management Initiative. The candidate should have, or be about to obtain, a PhD, in groundwater hydrology, geotechnical engineering, soil physics or other related field. Experience in laboratory and field methods is an asset, along with computer programming and numerical analysis. The candidate will be expected to carry out independent research and find additional sources of funding. Additional teaching duties may be available though the Department of Civil Engineering. The position is available immediately or as mutually agreed upon. The appointment will initially be for one year, renewable for up to five years, depending on performance and availability of funds. Salary will be at least $26,000 per year. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and person with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send a statement of research interests and contact information for three references to: Dr. Allan Woodbury, Professor, University of Manitoba, Civil Engineering Department, 342 Eng Bldg., Winnipeg, Manitoba, Canada R3T 5V6, Phone: 204-474-9137, Fax: 204-474-7513; e-mail: woodbur@cc.umanitoba.ca

THE UNIVERSITY OF TORONTO — The Edward S Rogers Sr. Department of Electrical and Computer Engineering is undergoing a major expansion and is seeking outstanding individuals with innovative research programs and a strong interest in teaching. Applications are invited in all areas of electrical engineering and computer engineering. The Department consistently ranks among the top 10 departments in its field in North America. It attracts outstanding students, has excellent research facilities, and is ideally located in the middle of a vibrant cosmopolitan city. Additional information can be found on the departmental web page. http://www.ece.toronto.edu. Applicants should send a curriculum vitae, including a statement of teaching and research interests, and a list of at least three references to Professor Safwat G. Zaky, Chair, The Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 3G4, Canada. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

THE UNIVERSITY OF MANITOBA — The Department of Civil Engineering invites applications for a Research Associate / Post-Doctoral position. As part of the National Clean Water Network, the successful candidate will carry out research into the fate and persistence of target pathogens along with standard nutrient components at various animal manure storage sites. The primary focus of the research is on the impact of manure management practices on regional groundwater resources, alternative management approaches and economic implications. Further details of the NCE program can be found at: home.cc.umanitoba.ca/~woodbur/research.html along with details of our collaborative research program with the Natural Sciences and Engineering Research Council and the Manitoba Livestock Manure Management Initiative. The candidate should have, or be about to obtain, a PhD, in groundwater hydrology, geotechnical engineering, soil physics or other related field. Experience in laboratory and field methods is an asset, along with computer programming and numerical analysis. The candidate will be expected to carry out independent research and find additional sources of funding. Additional teaching duties may be available though the Department of Civil Engineering. The position is available immediately or as mutually agreed upon. The appointment will initially be for one year, renewable for up to five years, depending on performance and availability of funds. Salary will be at least $26,000 per year. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and person with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send a statement of research interests and contact information for three references to: Dr. Allan Woodbury, Professor, University of Manitoba, Civil Engineering Department, 342 Eng Bldg., Winnipeg, Manitoba, Canada R3T 5V6, Phone: 204-474-9137; Fax: 204-474-7513; e-mail: woodbur@cc.umanitoba.ca

THE UNIVERSITY OF ALBERTA — The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position at the Assistant or Associate Professor level depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the general area of Solid Mechanics. Interest in Design would be an asset. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related discipline or expect to receive one before July 1, 2002. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until the position is filled with interviews to start as soon as possible. Information about the department can be found at http://www.mece.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position at the Assistant or Associate Professor level depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the general area of Solid Mechanics. Interest in Design would be an asset. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related discipline or expect to receive one before July 1, 2002. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until the position is filled with interviews to start as soon as possible. Information about the department can be found at http://www.mece.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WATERLOO — The Department of Chemical Engineering is seeking a faculty member for an Associate Professor or a tenured Full Professor in the Biochemical Engineering Group of this Department. The Chemical Engineering Department has 25 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. The department offers degree programs in Chemical Engineering and Environmental Engineering (Chemical). The department has a total annual enrolment of about 500 undergraduates and 100 graduate students; it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at: http://www.cape.uwaterloo.ca. Successful candidates must hold a PhD degree in Chemical Engineering or in a related discipline. The position is for an internationally recognized scholar with research experience in the bioprocessing aspects of industrial biotechnology. His/her disciplinary expertise should include transport phenomena, reaction kinetics and unit operations with a demonstrated appreciation of the relevant life sciences. At present, the Group has five other faculty members with research interests focussing on fermentation engineering, tissue engineering, biommetic engineering, metabolic engineering, bioseparations engineering and bioprocess engineering with applications in biomanufacturing and bioremediation. The applicant should have an excellent track record of publications and collaborative research, and a proven capability of generating research grants and industrial contracts. He/she is also expected to contribute to teaching and the supervision of graduate students. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to: I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, by December 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track faculty position at the Assistant or Associate Professor level in the area of chemical reaction engineering with interests in applied catalysis. Candidates must either hold a PhD in Chemical Engineering or related field, and must be eligible to work in Canada. Successful candidates are expected to establish viable and productive research programs and teach both undergraduate and graduate courses. One component of the research program will be application of catalysis to the Chemical Modification of Polymers to complement an NSERC Industrial Research Chair in Advanced Rubber Technology. Consult our website at http://cape.uwaterloo.ca/ for information about our Department. Applications consisting of a curriculum vitae, names and addresses of three referees and a statement of teaching and research interests should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, by December 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Chemical Engineering is inviting applications for a faculty position as a tenure-track Assistant Professor in the area of Process Systems Engineering, commencing January 1, 2002. The faculty members of the PSE group at the Department of Chemical Engineering have developed strong programs in the area of computer process control, applied statistics and process simulation. In order to enhance our strength, the successful candidate should have research interest in the area of optimization of continuous and discrete processes and integration of control and design. However, excellent candidates in the general process systems engineering area, i.e. control, optimization and applied statistics, will also be considered. Due to a recent introduction of a software option into the Chemical Engineering program, the candidate will be expected to contribute to the teaching of courses related to the option. It is expected of applicants to hold a PhD in Chemical Engineering, or a related discipline. The Department has 25 faculty members and a total annual enrolment of about 500 undergraduates in the Chemical and Environmental engineering programs and 100 graduate students. It is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 273,000 located 100 km SW of Toronto. The community is rated highly for its

The UNIVERSITY of WINNIPEG

Faculty Positions
Faculty of Arts & Science

The Faculty of Arts and Science lies at the heart of the University of Winnipeg, a medium-sized primarily undergraduate liberal arts and science university which also includes a Faculty of Theology, a Collegiate, and a Continuing Education Division. The University is committed to excellence in teaching and research, and offers high quality programs culminating in degrees in Arts, Science, Education, and Theology.

Business Computing & Administrative Studies

The Department of Administrative Studies invites applications for a tenure-track position at the rank of Assistant Professor. The Department offers three- and four-year Arts degrees with a major in Administrative Studies. This is a relatively new and growing program, housed in a state-of-the-art teaching facility. The program emphasizes case-method instruction in a curriculum that spans a range of management disciplines. Preference will be given to candidates with a broad perspective on business and its role in society, interdisciplinary interests, an appreciation of technology, and the versatility to teach at an introductory level in more than one management subject area. There is considerable opportunity for curriculum development in response to student demand and faculty interests. Applicants should have a PhD or be very near its completion. A strong commitment to undergraduate teaching as well as to research is essential. An understanding of the implications of technology for business, and its use in education is important. Management experience and familiarity with the case-method is desirable. Interested applicants should, by ***January 31, 2002***, send a curriculum vitae and arrange for three letters of reference to be forwarded to: ***John Melnyk, Acting-Chair***. Fax: (204) 774-8057; email: j.melnyk@uwinnipeg.ca.

Cell Biology/Genetics, Department of Biology

The Department of Biology invites applications for a tenure-track position at the rank of Assistant Professor. The appointee will be expected to teach in the area of cell biology and genetics, and make other contributions to our teaching program. The successful candidate will be expected to develop a strong program of research in his/her field of cell biology, genetics, molecular cell biology, developmental biology, or bioinformatics. The department also participates in the University's interdisciplinary Biochemistry and Environmental Studies programs, a Joint Program in Applied Biology with Red River College, and has a strong commitment to teaching and research in Forest Ecology. Candidates should have a PhD, preferably with postdoctoral experience, and a strong commitment to undergraduate teaching; there are opportunities to supervise graduate students. Interested applicants should, by ***January 15, 2002***, send a curriculum vitae and arrange for three letters of reference to be forwarded to ***Dr. Ed Byard, Chair***. Tel: (204) 786-9724; Fax: (204) 774-4134; email: e.byard@uwinnipeg.ca.

Department of Economics

The Department of Economics invites applications for a tenure-track appointment at the rank of Assistant Professor. The successful candidate must have a strong commitment to undergraduate teaching and research. Preferred fields of specialization are Macroeconomics, Environmental Economics, Financial Economics or International Finance. However, candidates in other Applied Microeconomics or Macroeconomics fields will be considered. Interested candidates should, by ***January 15, 2002***, send a curriculum vitae, three letters of reference, and a sample of research to: ***Dr. Michael Benarroch, Chair, Department of Economics*** Tel: (204) 786-9268; Fax: (204) 774-4134; email: m.benarroch@uwinnipeg.ca.

Math Education, Education Program

The Bachelor of Education Program invites applications for a tenure-track position at the rank of Assistant Professor. The Bachelor of Education Program is a 5-year integrated program that stresses an interdisciplinary and collaborative approach to teacher education. It also provides an additional focus on the preparation of teachers for urban and inner-city schools. Experience teaching within the K-12 system as well as the post-secondary level is desirable. In addition, background in urban and inner city issues would be an asset. It is preferred that applicants have a doctoral degree. Applicants must have a commitment to undergraduate teaching and research and ideally, be knowledgeable in the areas of curriculum planning and program development. Interested applicants should, by ***January 31, 2002***, send a curriculum vitae, including the names of three referees to: ***Dr. Annabelle Mays, Dean of Education*** Fax: (204) 772-7980; email: a.mays@uwinnipeg.ca.

Department of English

The Department of English invites applications for a tenure-track position at the rank of Assistant Professor. Candidates should be willing to contribute to the teaching strengths of the Department, particularly in our First Year courses, and should have an interest in critical and/or cultural theory. We seek candidates with specialization in one or more of the following areas: Post-colonial/International Literature, Creative Writing, Romantics, 20th Century, Canadian and American. We are also interested in candidates who have experience and interest in developing and teaching on-line courses and/or telecourses. A completed PhD and a demonstrated commitment to research and teaching are required. Interested candidates should, by ***January 15, 2002***, send a curriculum vitae, teaching dossier, and three letters of reference to: ***Dr. Keith Louise Fulton, Chair, Department of English***.

Program Director, Environmental Studies

The Environmental Studies Program invites applications for a tenure-track position, at the rank of Assistant/Associate Professor, to serve as Director. Environmental Studies is a program comprised of three- and four-year B.A. degrees (with streams in Sustainability and Urban Studies), four-year B.Sc. degrees (with streams in Forest Ecology; Forest Policy and Management; Environmental Chemical Analysis, and Global Environmental Systems) and a 4-year B.Sc./Diploma (Applied Environmental Studies). This interdisciplinary, undergraduate program was the first of its kind in Canada when it was established over three decades ago. This is an exciting opportunity for an enthusiastic individual with a vision to build on this well-established and successful program. The successful candidate should have a PhD in Environmental Studies or a related discipline, ideally with teaching, research and administrative experience related to one or more of the program streams. Candidates should have a good leadership skills and the ability to establish working relationships with decision makers, business people, and community groups which deal with environmental and resource issues. Candidates will also be expected to interact with, and effectively advise, students with a wide range of interests. Interested candidates should, by ***January 31, 2002***, send a curriculum vitae and arrange for three letters of reference to be forwarded to: ***Dr. Doreen Smith, Director, Environmental Studies***.

Art History, Department of History

The Department of History invites applications for a tenure-track position in Art History at the rank of Assistant Professor. The successful candidate will be expected to teach courses from a wide range of areas that may include: Medieval, Renaissance, Nineteenth Century and Twentieth-Century Art. Other areas will also be considered. Applicants should have a PhD or be very near its completion. A demonstrated commitment to undergraduate teaching and research are required. Interested candidates should, by ***January 31, 2002***, send a curriculum vitae, one sample of research, teaching dossier, and should arrange for three letters of reference to be sent to: Dr. David Burley, Chair. Tel: (204) 786-9012; fax: (204) 774-4134. Before January 1, 2002, contact ***Dr. Daniel Stone, Acting-Chair***

Physical Activity & Health Pedagogy, Physical Activity & Sport Studies/Education

The Physical Activity & Sport Studies, and Bachelor of Education Programs invite applications for a tenure-track position. Our programs have a strong commitment to undergraduate teaching excellence. We invite applications from individuals with demonstrated teaching expertise in elementary and/or senior schools. Experience teaching at the post-secondary level is also desirable. Applicants should have expertise in the following areas: health education and curriculum, curriculum and instruction in early, middle and/or senior years physical activity, and movement education. The program in Physical Activity and Sport Studies serves Education students as well as Arts students pursuing a Sport Studies major. The successful applicant must have a PhD or be very near its completion and have the ability to conduct research and make a strong contribution to the field. Interested candidates should by, ***February 28, 2002***, send a curriculum vitae, including the names of three referees to: ***Enid Brown, Coordinator***. Fax: (204) 783-7866; email: e.brown@uwinnipeg.ca.

Clinical/Personality Psychology, Department of Psychology

The Department of Psychology invites applications for a tenure-track position in the area of Clinical/Personality Psychology. Applicants from related areas are encouraged to apply provided they are prepared to teach in the clinical area. Applicants are sought who have a demonstrated record of teaching and research excellence. Letters of application with a curriculum vitae, copies of representative publications, and three letters of reference should be sent by ***January 15, 2002*** to: ***Dr. Hinton Bradbury, Chair***. Fax: (204) 774-4134; email: h.bradbury@uwinnipeg.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

The anticipated start date is July 1, 2002. All appointments area subject to budgetary approval. Salary will be commensurate with qualifications and experience.

University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9

excellent living conditions. More information on the department and university is available at http://www.uwaterloo.ca Applications will be evaluated until the position is filled Applicants should submit a curriculum vitae, publication list, a statement of teaching and research interests, and names of three referees to The Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. (519) 888-4567, Ext. 2295, ichatzis@uwaterloo.ca Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds

THE UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a senior, Tier 1 Canada Research Chair (CRC) position in the area of infrastructure management. The appointment will be at the rank of Full Professor with tenure. The overriding qualifications for CRCs are a demonstrated record of excellence Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering or a closely related field The department's focus areas in infrastructure include building science, construction, pavements, trenchless and tunnelling technology and materials and rehabilitation Pavement research has recently been awarded a substantial infrastructure grant from The Canada Foundation for Innovation and The Ontario Innovation Trust, and accordingly the successful applicant would be expected to play a key role in this activity As well, strength in one or more additional focus areas would be desirable The successful applicant is expected to have a distinguished record of scholarship, excellent communication skills, the ability to teach various undergraduate and graduate courses in civil engineering, and the capability of building strong external linkages with industry and public sector agencies This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Canadian Citizens and Permanent Residents will be considered first for this position! Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J F Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Applications will be considered at any time until the position is filled

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science The department attracts outstanding Canadian and international students to its masters and doctoral programs There are currently 175 graduate students supervised by 42 full-time faculty With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to Professor Daniel Miller, Co-ordinator, Faculty Search Committee Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: millerd@ece.uwaterloo.ca To expedite handling of applications, candidates should ark those named as references to direct supporting letters to the same address Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario Applications will be considered until the positions are filled These appointments are subject to the availability of funds In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca

THE UNIVERSITY OF WATERLOO — The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering. More information can be found at: http://www.math.uwaterloo.ca/Faculty/Software-Eng/ Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director: Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, se-director@cs.uwaterloo.ca To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. These positions are immediately available. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references Supporting letters should indicate the applicant's range of teaching interests, expertise and experience Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca) Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

CARLETON UNIVERSITY — Applications are invited for a tenure-track position at the Assistant or Associate Professor level in the Department of Systems and Computer Engineering at Carleton University to commence July 1, 2002. This position is subject to budgetary approval Applicants must have a PhD in Engineering Management, Business, Electrical Engineering, Computer Engineering, or Computer Science or equivalent disciplines Membership or eligibility for membership in a Canadian professional engineering association is desirable Candidates must be able to teach graduate courses in the Master of Engineering in Telecommunications Technology Management program and undergraduate courses offered by the department. Candidates must have demonstrated capability in research in the field of engineering management (time to market, management of design organizations, technical entrepreneurship, marketing of technology-based products, e-business, and project management). Research in any one or more of the following areas is also of interest: communications networks and systems; network protocols; network computing, real time systems, embedded systems, and software/hardware interfaces, multimedia communication systems and signal processing Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding The objective of the Master of Engineering in Telecommunications Technology Management program is to train engineers and computer scientists to become competent and efficient managers of the engineering processes that deliver innovative telecommunications systems, products, and services. The emphasis is on design, development, and technical support, areas for which engineers are normally responsible and where their technical expertise and practical knowledge are critical. Information on the Master of Engineering in Telecommunications Technology Management program can be found at http://www.sce.carleton.ca/Graduate. The department takes full advantage of the high concentration of industry, government and university communications and information technology-oriented research and development organizations in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications firms. It is a major participant in CITO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research), MITACS (Mathematics of Information Technology and Complex Systems), the National Capital Institute of Telecommunications (NCIT), and other research and information technology consortia. In conjunction with the Department of Electronics, the Department of Systems and Computer Engineering also offers a full slate of innovative and popular undergraduate programs: Computer Systems Engineering, Electrical Engineering, Communications Engineering, Software Engineering, and Engineering Physics More information on the department is available from its web page at http://www.sce.carleton.ca, and information about Ottawa is available at www.ottawa.com. Applications, with a curriculum vita and the names of three referees should be sent to: Dr. R A. Goubran, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Canada. Email: chair@sce.carleton.ca, Telephone: (613) 520-5742, Fax: (613) 520-5727. Salary will be commensuriate with qualifications and experience. Applications will be accepted as long as the position remains unfilled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply.

THE UNIVERSITY OF WINDSOR invites applications for a full professor position in Engineering Materials (Subject to Budgetary Approval) in the Department of Mechanical and Automotive Engineering commencing July 1, 2002. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date: January 25/02. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel. 519.253.3000, Ext. 2566, Fax. 519.971.3622; Email: appteng@uwindsor.ca.

THE UNIVERSITY OF VICTORIA — The Department of Electrical and Computer Engineering is inviting applications for five faculty positions. Each of these positions will involve undergraduate and graduate teaching, graduate supervision at the master's and doctoral levels and research in related areas. 1. Lansdowne Chair in Computer Engineering: Professor. The Department is seeking a distinguished scholar from industry or academia with an international reputation who will provide leadership in further developing the computer engineering research and teaching programs. The personal research interests of the Chairholder could encompass any hardware or software aspect of computer engineering, however, computer architecture, computer networks, parallel systems, and VLSI systems are of particular interest. The Lansdowne Chair in Computer Engineering is one of seven supported by the UVic Lansdowne Endowment Fund and is the first endowed chair in the Faculty of Engineering. This position is available immediately and applications will be accepted until the position is filled. 2. Canada Research Chair, Tier II, in High Performance Networks. Assistant Professor or beginning Associate Professor. The successful candidate is expected to lead a vigorous research program and teach in computer engineering and specifically in the area of high performance networks which is broadly interpreted to include architecture, routing, interface design, protocols, performance, and Quality of Service. This position is available immediately and applications will be accepted until the position is filled 3. Telecommunications Assistant Professor. This is a tenure-track position in the general area of telecommunications. Special emphasis is placed on optical systems and networks, optoelectronics and photonics. This position is subject to funding. Applications should be received by 1 February 2002, but will continue to be accepted after this date until the position is filled. 4. Digital Signal Processing: Assistant Professor. This is a tenure-track position in the general area of signal processing. Special emphasis is placed on one or more of the following areas: adaptive filters, telecommunication signal processing, audio-video processing, array processing, nonlinear signal processing. Applications should be received by 1 March 2002 The position is available 1 September 2002. 5. Computer Engineering: Assistant Professor. This is a tenure-track position in the general area of computer engineering. Special emphasis is placed on computer architecture, distributed systems, networks, embedded systems and digital design. Applications should be received by 1 March 2002. The position is available 1 September 2002. A PhD or equivalent qualification is required for all five positions. Professional engineering registration or eligibility is an asset. Salary will be commensurate with qualifications and experience. The Department, which is known internationally for its high quality

Various Positions
College of Nursing

The College of Nursing is one of six health science colleges at the University of Saskatchewan offering unique opportunities for interdisciplinary research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon and Regina in collaboration with the Saskatchewan Institute of Applied Science & Technology (SIAST); a baccalaureate program for diploma-prepared nurses; and a master of nursing program. A PhD program is being planned for 2005-06. The NEPS is served by a very successful recruitment and retention program for Aboriginal students. Scholarship in the College is facilitated by links with the Centre for Agricultural Medicine, the National Centre for Knowledge Transfer, and initiatives/partnerships in support of Aboriginal nursing. Areas of research focus include primary health care, rural/remote, Aboriginal, and forensic health.

The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities. In the case of the College of Nursing, Aboriginal people and men are particularly encouraged to apply.

Assistant Professor

The University of Saskatchewan College of Nursing invites applications for eight tenure-track positions at the Assistant Professor level, starting July 1, 2002. Some of these positions will be based in Saskatoon, and some in Regina.

Qualifications: Ideal candidates will have a doctoral degree, one degree in nursing, and be eligible for nurse registration in Saskatchewan. Preference will be given to candidates with a funded program of research/scholarship. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

Responsibilities: Faculty teach in the graduate and undergraduate programs and participate in scholarly work (research and/or professional practice). To view additional information on the College of Nursing, please visit our website at www.usask.ca/nursing/.

Remuneration: Salary will be at the Assistant Professor level. There is an excellent benefits plan and a research start-up support for new faculty.

Associate Dean of Graduate Studies & Research

The University of Saskatchewan College of Nursing invites applications for Associate Dean of Graduate Studies & Research, starting July 1, 2002 or at a mutually agreeable date. This position will be based in Saskatoon.

Qualifications: The ideal candidate will have completed a post-doctoral award in a health-related discipline, and have held national funding awards, and have a solid portfolio of research as a principal investigator. An earned PhD in a health-related discipline is required. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Responsibilities: This is an exciting new opportunity within the College of Nursing. The College will grow dramatically over the next 5-10 years reflecting a 2/3 increase in operating budget. The Associate Dean will play a key role in the scholarly development of faculty, and in planning, implementation, and evaluation of the research/scholarly mandate of the College. She/he will lead development of scholarship and graduate programs during an era of unprecedented partnership and funding opportunities. She/he will be a member of the College senior management team reporting directly to the Dean. To view this position profile, please visit our website at www.usask.ca/nursing/.

Remuneration: Salary will be commensurate with experience and qualifications. There is an excellent benefits plan and research start-up support.

Associate Dean, Academic Affairs — Regina Site

The University of Saskatchewan College of Nursing invites applications for Associate Dean, Academic Affairs (Regina Site), starting July 1, 2002 or at a mutually agreeable date. This position will be based in Regina.

Qualifications: The ideal candidate will have a doctoral degree, at least one graduate degree in nursing, and be eligible for nurse registration in Saskatchewan. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Responsibilities: This is an exciting new opportunity within the College. The successful candidate will lead the development of the College presence in Regina and will be a member of the College senior management team reporting directly to the Dean. There are unique opportunities for development of faculty, programs, and scholarship. To view this position profile, please visit our website at www.usask.ca/nursing/.

Remuneration: Salary will be commensurate with experience and qualifications. There is an excellent benefits plan and research start-up support.

* * *

Closing date for applications is **January 31, 2002.** Applicants are invited to send a curriculum vitae and the names of three references to: **Dr. M. Horsburgh, Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Canada S7N 5E5.**

Dalhousie University
Tier II Canada Research Chair
Materials Research

Dalhousie University (http://www.dal.ca) invites applications and nominations for a Tier II Canada Research Chair in Materials research with emphasis in one or more of the following areas: Degradation of Materials, Polymers, and/or Surface Science.

The Canada Research Chairs (CRC) Programme has been established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world class centres of research excellence in the global, knowledge-based economy. More information about the Canada Research Chairs is available at: http://www.chairs.gc.ca.

Dalhousie University has a rapidly growing interest in all areas of materials research, including science, engineering and biomedical applications. Within the Faculties of Engineering, Science, Dentistry, Medicine and Architecture, there are more than 50 faculty members (and more than 150 associated research students and postdoctoral fellows) with materials research interests. The Institute for Materials research at Dalhousie University (IMR@DAL) is currently being established. As well, the Canada Foundation for Innovation has recently approved funding for an $8.6 million Materials Characterization Facility. Other Dalhousie University and Atlantic Regional applications in the area of Materials Research are also underway. Moreover, Dalhousie University expects to appoint several more Canada Research Chairs in other areas of Materials Research.

The CRC in Materials Research will be an excellent emerging researcher with the potential to be a world leader in the noted areas, and with a proven ability to work with others in a wide variety of materials programmes. As a junior Chair, the appointment will be a tenure track Assistant Professor or at the rank of tenured Associate Professor, depending on the qualifications, in the Department(s) most suited to the candidate's research and teaching interests.

Applicants should send a curriculum vitae, a detailed research plan and names of three referees to:
Professor Farid Taheri
Chair of the CRC Materials Research Search Committee
Department of Civil Engineering
D-Building, 1360 Barrington St.
Halifax, Nova Scotia, B3J 1Z1, Canada
Email: farid.taheri@dal.ca

Applications will be considered until the position is filled. Please note that the CRC nominations are subject to review and final approval by the CRC Secretariat. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

research programs, has 21 faculty members with 7 IEEE Fellows, one Fellow of the Royal Society of Canada, two NSERC Industrial Research Chairs and attracts over $2.3M in annual research funding. More information on the Department can be found at http://www.ece.uvic.ca/. Applicants are invited to forward a curriculum vitae, the names and postal/email addresses of at least three references and reprints of their most important recent research to: Chair, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada, V8W 3P6; fax: (250) 721-6052; email: chair@ece.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. This advertisement is directed to both Canadian and International candidates.

ENGLISH

THE UNIVERSITY OF VICTORIA — The Department of English invites applications for a tenure track position in the field of Modern British Literature with demonstrable expertise in critical or cultural theory. The appointment will be made at the rank of Assistant Professor. Candidates should hold or be close to completing a PhD; candidates should also be prepared to provide evidence of scholarly and teaching excellence or potential. Letters of application, CV's including all university transcripts, writing sample, and letters from three referees should be sent by 15 January 2002, to Professor Evelyn Cobley, Chair, Department of English, University of Victoria, P.O. Box 3070, Victoria, B.C., Canada V8W 3W1, (http://www.engl.uvic.ca/ e-mail: english@uvic.ca). The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed m the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

THE UNIVERSITY OF LETHBRIDGE — The Department of English invites applications for an Assistant Professor position; 10-month term beginning 1 August 2002, subject to budgetary approval. A PhD at or near completion is required. The successful applicant will be required to teach Children's Literature, Contemporary Canadian Literature, and introductory and junior level courses. The University aspires to appoint individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor John Woods, Acting Chair, Department of English, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone: (403) 329-2378, Fax (403) 382-7191, or e-mail: ramtej@uleth.ca The closing date for applications is January 31, 2002.

THE UNIVERSITY OF GUELPH — The School of Literatures and Performance Studies in English invites applications for a tenure-track position at the Assistant Professor level, to take effect August 1, 2002. The school seeks candidates with expertise in 19th century writing and culture and/or 19th or early 20th century children's literature, whose research emphasizes questions of colonialism, imperialism and power. We are particularly interested in applicants specializing in issues of race, ethnicity, sexuality, nationalism, or gender. The school has strong B.A. and M.A programs in both English and Drama and an innovative joint PhD in Literary Studies/Theatre Studies with Wilfrid Laurier University. Flexibility of teaching interests is essential and we are strongly committed to the interface of research, teaching, and service. We offer significant archival and editing opportunities in Children's Literature, Threatre, and Scottish Studies, as well as links with interdisciplinary units such as Cultural Studies and Women's Studies. Applicants should send a curriculum vitae, writing sample of 20–25 pages, graduate transcripts, and arrange for the forwarding of three letters of reference to: Drs. Christine Bold and Harry Lane, Codirectors, School of Literatures and Performance Studies in English, University of Guelph, Guelph, ON N1G 2W1 (Fax 519-766-0844) Deadline for applications: January 7, 2002. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

QUEEN'S UNIVERSITY — The Canada Research Chair deadline has been extended. Applications are invited from qualified candidates who wish to be nominated by the Department of English for a Canada Research Chair (either tier I or II). The area m which English Department candidates will be competing is ' Society, Culture, and Human Behavior." Candidates should have an outstanding record of research. A full application should include a CV, three letters of reference (or dossier), a brief statement of current and prospective research interests, and a statement regarding teaching experience and interests. Application material and letters of reference should be sent to Dr. Paul Stevens, Head, Department of English, Queen's University, Kingston, Ontario, Canada K7L 3N6 by 15 February 2002. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Canada Research Chairs are open to individuals of any nationality.

THE UNIVERSITY OF WINNIPEG — The Department of English invites applications for one probationary, tenure-track appointment at the level of Assistant Professor. Subject to budgetary approval, this appointment will be effective July 1, 2002. Salary will be commensurate with qualifications and experience. A completed PhD and a demonstrated commitment to research and teaching are required; teaching experience is desirable. Candidates should be willing to contribute to the teaching strengths of the Department, particularly in our First Year courses, and should have an interest in critical and/or cultural theory. We seek candidates with specialization in one or more of the following areas: Post-colonial/International literatures, Creative Writing, Romantics, Twentieth Century, Canadian, and American. We are also interested in candidates who have experience and interest in developing and teaching on-line courses and/or telecourses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Please send an application, including curriculum vitae, teaching dossier, and three letters of reference, to Dr. Keith Louise Fulton, Chair, Department of English, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9. The deadline is January 15, 2002.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates who can contribute to any of our major undergraduate or graduate program areas: composition, discourse analysis, multimedia theory and design, professional writing, rhetoric and semiotics. Candidates with expertise in any aspect of professional writing are especially encouraged to apply. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see http://www.uwaterloo.ca). Salary negotiable. Appointment effective 1 July 2002. Send resumes, transcripts, writing samples, and letters of reference not later than 3 January 2002 to Dr. Murray Mc Arthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

CARLETON UNIVERSITY — The Department of English Language and Literature invites applications for two tenure-track positions at the assistant professor level, to begin July 1, 2002: one in World Literatures in English and one in Contemporary British Literature. The positions are subject to budgetary approval. The completed PhD is expected. Teaching experience and a strong record of research and publication are desirable. Department members with a demonstrated interest in Cultural Theory may also participate in a new inter-disciplinary doctoral program in Cultural Mediations. Send letter of application, a curriculum vitae, transcripts, three letters from referees, and a sample of writing or published work to: Professor R.B. Lovejoy, Acting Chair, Department of English Language and Literature, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications received after January 15, 2002 may not be considered.

ENTREPRENEURSHIP & INNOVATION

THE UNIVERSITY OF CALGARY — The Faculty of Management has a tenure-track position at the assistant professor level or higher in entrepreneurship and innovation. Please see our University of Calgary display ad for more information.

ENVIRONMENTAL & HEALTH STUDIES

YORK UNIVERSITY, GLENDON COLLEGE — The Department of Multidisciplinary Studies, Environmental and Health Studies Program, invites applications for a tenure-track position at the rank of assistant professor, effective July 1st, 2002. This position is subject to budgetary approval by the University. The successful candidate must be bilingual, English-French and demonstrate commitment to teaching and research in Natural Sciences in a bilingual, multidisciplinary and multicultural context, hold a PhD in a field related to Environmental Sciences or Environmental Studies, and have publications and current research projects in the field. She/he must be able to teach and do research in English and French. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. We are especially looking for a person able to teach in at least one of the following areas: ecology, environmental impact assessment, conservation biology. Salary is in accordance with the collective agreement and experience. Letters of application, accompanied by a curriculum vitae, should be sent before February 1st, 2002, to Professor Jean-Claude Jaubert, Chair, Department of Multidisciplinary Studies, Glendon College, 2275 Bayview Avenue, Toronto (Ontario), Canada M4N 3M6 (jaubert@glendon.yorku.ca). Applicants should also arrange to have three letters of recommendation sent on their behalf. At least one of the references should address teaching. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Multidisciplinary Department/Environmental and Health Studies Program welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

ÉTUDES DE L'ENVIRONNEMENT ET DE LA SANTÉ

L'UNIVERSITÉ YORK, COLLÈGE UNIVERSITAIRE GLENDON — Le Département d'études pluridisciplinaires, programme d'études de l'environnement et de la santé, sollicite des candidatures pour un poste au rang de professeur(e) adjoint(e) conduisant à la permanence, à partir du 1er juillet 2002. La création de ce poste est liée à l'autonomie budgétaire de l'Université. Les candidates et candidats doivent être bilingues, anglais-français, démontrer leur engagement manifeste envers la recherche et l'enseignement en sciences naturelles dans un contexte bilingue et multiculturel, être titulaires d'un doctorat dans un domaine relié aux sciences de l'environnement ou aux études de l'environnement et avoir des publications et des projets de recherche en cours dans le domaine. Ils doivent pouvoir enseigner et mener leurs recherches en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. La personne sélectionnée devra enseigner dans un ou plusieurs des domaines suivants : écologie, impact environnemental, biologie de conservation. Le salaire offert sera fixé en fonction de la convention collective et de l'expérience. Les personnes intéressées par le poste doivent faire parvenir avant le 1er février 2002, une lettre de candidature ainsi qu'un curriculum vitae à Monsieur Jean-Claude Jaubert, directeur, Département d'études pluridisciplinaires, Collège universitaire Glendon, 2275 Bayview Avenue, Toronto (Ontario) M4N 3M6 (jaubert@glendon.yorku.ca). Elles doivent aussi lui faire envoyer directement trois lettres de recommandation. Une de ces recommandations au moins doit porter sur l'enseignement. L'Université York a adopté un programme d'action positive pour l'embauche des professeurs/professeures et des bibliothécaires. Ce programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. Le département d'études pluridisciplinaires et le programme d'études de l'environnement et de la santé encouragent les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de York à l'adresse www.yorku.ca/acadjobs/, ou demander un exemplaire du programme auprès du Bureau du programme d'action positive au numéro (416) 736-5713. On examinera en priorité pour ce poste la candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent.

EXERCISE PSYCHOLOGY

QUEEN'S UNIVERSITY — The School of Physical and Health Education invites applications for a tenure-track position at the rank of Assistant Professor, beginning July 1, 2002. The appointment will be in the area of Exercise and Health Psychology. All candidates should hold a PhD degree. The successful applicant will demonstrate excellence in both teaching and scholarship, or the potential for these. High priority will be given to a candidate with the potential to participate in cross-disciplinary initiatives. The successful candidate's research interests should be focused on the role of psychological factors in exercise, particularly as they relate to exercise adherence, stress management and the prevention and remediation of disease. Further interest in the area of health promotion would be considered an asset. Applications will be accepted until January 30, 2002 or until a suitable candidate is identified. Applicants should submit a letter of application which includes a description of their research direction and teaching philosophy; a curriculum vitae including scholarly productivity and external funding as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three reviewers supporting both teaching and research potential sent to Dr. Janice Deakin, Director, School of Physical and Health Education, Queen's University, Kingston Ontario Canada K7L 3N6. Tel (613) 533-6601; Fax: (613) 533-2069; Email: deakinj@post.queensu.ca. In accordance with Canadian Immigration requirements, Canadian citizens or permanent residents will be considered first for this appointment. Non Canadians are welcome to apply. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians.

FILM & VIDEO

YORK UNIVERSITY — The Department of Film & Video, Faculty of Fine Arts, invites applications for a full-time tenure-track position at the level of Assistant Professor in Screenwriting, effective July 1, 2002 (subject to budgetary approval by the University). The Department offers an Honours B.F.A., an Honours B.A., and an M.F.A. with specializations in production, screenwriting and historical, critical and theoretical studies. Responsibilities of the position will include the teaching of a full range of undergraduate and graduate courses in screenwriting, and the advising of students at both the undergraduate and graduate levels. A particular responsibility involves the supervision of graduate screenwriting theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and University committees, administrative assignments and curriculum assessments. Applicants for the position must hold a post-graduate degree or diploma in a relevant discipline or equivalent. Demonstrated excellence and professional experience as a screenwriter, and as a teacher in a post-secondary film and video programme, are essential. An ability to contribute to the teaching of courses in production and/or historical, critical and theoretical studies would be an asset. Salary is commensurate with experience and qualifications. The deadline for receipt of applications is February 8, 2002. A letter of application, a curriculum vitae and three letters of reference must be sent to: Seth Feldman, Interim Chair, Department of Film & Video, Room

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Track Appointments — 2002–2003

York University, Faculty of Education, invites applications for the following three positions:

Disability Studies
Health Education
School Law and Policy Studies

The Context:
York University is situated within a culturally diverse urban setting in northern Toronto at the centre of the Greater Metropolitan Toronto area. The Faculty of Education at York offers pre-service, professional development, and graduate programmes (M.Ed. and PhD). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice, as well as to cultural and linguistic diversity. Tenure stream faculty members are encouraged to work in cross disciplinary teams with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca.

The Positions:
Disability Studies — The successful candidate will have expertise and experience in the area of disability studies and special education, and a background in the area of the education of Deaf and Hard of Hearing students. The preferred candidate will be knowledgeable about current practices in the school systems, have a strong commitment to teacher education including the continuing professional development of teachers and, will be able to communicate effectively in sign language.

Health Education — The successful candidate should have a doctorate at or near completion in a health-related field as it pertains to schooling and a research agenda that might include, but is not limited to, one or more of the following areas: issues of equity and diversity in health education; community health education; environments and human health; human sexuality; global issues in health education.

School Law and Policy Studies — The successful candidate will link policy issues in education with the legal issues that underpin schooling. Candidates should have research and publications addressing educational policy in contemporary schooling, and be able to address the issues raised by school law for educational policy and practice.

The Candidates:
Successful candidates will have completed doctorates in fields of study compatible with the advertised position for which they apply. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. Candidates must present evidence of their abilities to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision of Masters and Doctoral theses; supervise undergraduate student teaching; collaborate with colleagues in the field and across the University; and, to be actively involved in the field of education.

The Appointments:
Although preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments will commence as early as 1 July 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents or landed immigrants of Canada.

Affirmative Action:
York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Faculty of Education welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

Applications:
An application must include a curriculum vitae, one sample of scholarly writing, the contact details of three or more referees, and a letter of application that provides an overview and discussion of qualifications and interests as they relate to an advertised position. Application packages should be addressed to:

Dr. Paul Axelrod, Dean
Faculty of Education, York University
c/o 8853 Ross Building
4700 Keele Street
Toronto, Ontario, M3J 1P3
or electronically mailed to: limerri@edu.yorku.ca

Closing Date — **31 January 2002** for all three positions.

THE UNIVERSITY OF BRITISH COLUMBIA

TENURE-TRACK INSTRUCTORS IN COMPUTER SCIENCE

The Department of Computer Science is recruiting for several tenure-track teaching positions at the rank of Instructor. These positions provide the rare opportunity to pursue a career based on excellence in teaching, while participating as a first-class colleague in the intellectually exciting atmosphere of a top-tier computer science department. Duties include teaching at all undergraduate levels, curriculum development, and academic advising. Opportunities exist to take leadership roles in defining educational directions within the department, the university, and society at large. For example, our existing instructors have served in senior university administrative positions and created the revolutionary educational technology system WebCT. Participation in research activities is welcome, but maintaining a research program is not expected.

Applicants must demonstrate outstanding teaching ability and strong interpersonal skills. Experience in curriculum development is desirable. A PhD or equivalent in Computer Science or a related area is expected, although exceptional candidates with other backgrounds will be considered. The positions are available as of 1 July 2002, and salary will be commensurate with experience.

The University of British Columbia is situated on the tip of a peninsula, and is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city.

Applicants should submit their resume and the names of at least three references to:

Nick Pippenger, Recruiting Committee Chair
Department of Computer Science
University of British Columbia
Vancouver, BC, V6T 1Z4

Specify that they are applying for the tenure-track instructor position. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In order to address underrepresentation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications. The positions are subject to availability of funding.

The University of Western Ontario

Lecturer/Assistant Professor Research Methodology and/or Human Growth & Development

The Faculty of Health Sciences invites applications for a limited term faculty position for up to 3-years at the rank of Lecturer or Assistant Professor. The successful candidate must be able to instruct large classes at the undergraduate level in research methodology and/or human growth and development to complement courses in the Bachelor of Health Sciences (BHSc) Program. The successful candidate must be able to work well within an interdisciplinary team and have experience integrating course materials with other instructors. Candidates must have a Masters degree (PhD preferred) in a health-related field as identified in the Faculty of Health Sciences.

The Faculty of Health Sciences consists of five well-established and highly successful Schools (Communication Sciences and Disorders; Kinesiology; Nursing; Occupational Therapy; and Physical Therapy) and an interdisciplinary program- Bachelor of Health Sciences. In addition to the Faculty's many Schools and Programs numerous options for collaboration exist within the London and surrounding area. Further information on the Health Sciences program and the Faculty is available at www.uwo.ca/fhs.

The effective date of the appointment is July 1, 2002. Interested applicants should send a curriculum vitae and the names of three referees to:

Dr. Angelo Belcastro, Dean
Faculty of Health Sciences
Room H125, Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1

The deadline for receipt of applications is **January 7, 2002**. Please quote Position Number HS-004 on all correspondence.

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

222, Centre for Film & Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities, and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Film & Video welcomes applications from persons in these groups. The affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

FINE ARTS

THE NOVA SCOTIA COLLEGE OF ART AND DESIGN seeks an Assistant Professor to teach sculpture at the introductory, intermediate and advanced levels. Applicants should be capable of teaching/working in a range of materials and processes. Current offerings include: foundry, lost-wax, stone-carving, assemblage, plaster, plastics, and mold-making. The successful candidate will contribute to curriculum and program development as well as participate in other activities that contribute to the academic life of the College. Appointment Date: July 1, 2002. Applicants must have an appropriate graduate degree, be conversant in contemporary and historical critical discourses in sculpture and the visual arts; be a practicing professional artist with an established or developing exhibition record. In addition, post-secondary teaching experience will be considered as an asset and metal working skills will be an asset. Salary paid will be dependent upon qualifications and according to the Faculty Salary Grid Recruitment and hiring practices are in accordance with Article 6 of the Collective Agreement between the Faculty Union and the Board of Governors which is committed to non discrimination. Applications should include a current curriculum vitae, documentation of studio practice, three letters of reference, and if possible, examples of work by the applicant's students. A statement of teaching philosophy and/or an artist's statement may be included. Please direct applications to Dr. Kenn Gardner Honeychurch, Office of the Vice-President (Academic), Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, NS B3J 3J6, Fax: (902) 425-4664. Review of Applications will begin. February 1, 2002. See NSCAD web page at: www.nscad.ns.ca (College Community) for more detailed information.

THE NOVA SCOTIA COLLEGE OF ART AND DESIGN — Reporting to the Vice-President (Academic) the Dean is responsible for: preparing timetables; assigning faculty and academic staff work loads in conjunction with Division Chairs; supervising academic support staff; performance reviews; monitoring staffing budgets; addressing student concerns, and in collaboration with the Vice-President (Academic), needed program development, curriculum and program review, tenure-track faculty reviews, faculty promotions, and sabbatical leave applications. The incumbent will work in a demanding and dynamic environment and must be flexible and able to work on multiple projects simultaneously. As part of the academic administrative team of the College, the Dean will work closely with and assist the Vice-President (Academic) in a range of academic administrative functions, and will be expected to represent the College externally. The Dean will also work closely with the Vice-President, Finance and Administration, and the President of the College. The successful candidate will possess academic qualifications and achievements appropriate to the position, including a demonstrable commitment to cultural practice. In addition s/he must have prior administrative and university teaching experience and demonstrated competence working with faculty, staff and students in a university setting. The candidate must be an individual with excellent leadership and communications skills who has a proven ability to foster collaboration and collegiality. Salary will be commensurate with education and related professional experience. The appointment will commence July 1, 2002 for a five-year period with the possibility of renewal. Applications should be received by February 15, 2002 and should be addressed to: Dean Search Committee, c/o The Director of Human Resources, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia B3J 3J6, Fax: (902) 425-4664, www.nscad.ns.ca

THE UNIVERSITY OF REGINA — The Faculty of Fine Arts invites applications for a tenure-track interdisciplinary position, to be appointed at the rank of Associate Professor or Full Professor, salary commensurate with rank and experience, beginning July 1, 2002. The Faculty of Fine Arts is the Centre for Excellence in the Fine Arts in Saskatchewan. Boasting state of the art facilities and vibrant faculty, it offers combined studio/studies programs in the following disciplines: media production and studies; music performance, composition, history and theory; theatre performance, production and studies; visual arts and art history. Applicants for this position should hold a doctoral degree or an MFA, a strong record of research and/or practice and teaching, demonstrating interdisciplinary vision and expertise. The successful candidate will have advanced knowledge and experience of at least two of the Faculty disciplines. All areas of specialization in practice and studies in the Fine Arts and their cultural context will be considered. Responsibilities will include assuming a leadership role in the development and implementation of our interdisciplinary MA/MFA program in concert with the Faculty, maintaining a nationally recognized program of scholarly research and/or evolving practice, and teaching in the candidate's specialty area(s). Committee work and graduate supervision are expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Deadline: February 1st, 2002. Application packages should include a C.V., an outline of evolving practice and/or research program; a vision statement on the philosophy and practice of interdisciplinarity; three reprints of scholarly articles and/or portfolio; three letters of recommendation, the names, addresses, and phone numbers of three additional referees; and should be addressed to: Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, 3737 Wascana Parkway, Regina, SK, S4S 0A2, Canada; Tel: (306) 585-5550, Fax: (306) 585-5544.

THE UNIVERSITY OF LETHBRIDGE — The Faculty of Fine Arts invites applications for the following positions: Two Faculty 4-month Term Positions commencing January 1, 2002 Studio: Painting, Multimedia Technology. Four Tenure Track Positions commencing July 1, 2002. Music — Composition/Theory; Art — Studio: Painting; Art — Studio: Foundations; Drama — Performance For further information on these positions, please refer to our website http://home.uleth.ca/ under "Career Opportunities" or phone (403) 382-7153

THE UNIVERSITY OF REGINA — Applications are invited for a tenure-track appointment in the area of film and video and digital production at the rank of Assistant or Associate Professor to commence July 1, 2002. The successful candidate will be expected to teach production courses in film, video and digital media in a BFA programme and carry out creative and research work related to production. Applicants should hold a Masters degree in media production and/or have a substantial portfolio of critically reviewed work. Teaching experience and a background in dramatic narrative and new media practices would be an asset. Please submit applications with curriculum vitae, a copy of all university transcripts, a portfolio of relevant work, and the names of three referees who have been asked to send letters by February 15, 2002 to: Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, Sask., S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities, and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY — The Department of Fine Arts invites applications for a tenure-track position in sculpture, subject to budgetary approval. Candidates should have a completed M.F.A. and a commitment to studio practice. Desiderata include demonstrated competence in another studio area, an exhibition/publication record, post secondary teaching experience, familiarity with contemporary critical discourse and commitment to undergraduate art education in a liberal arts context. The appointment will be made at the rank of Lecturer or Assistant Professor and will commence on July 1, 2002. The 2001-2002 annual salary range for Lecturer is $38,217-$51,909 and for Assistant Professor is $45,063-$63,890 (subject to collective bargaining). An application should include a curriculum vitae, twenty slides and/or other documentation of recent work, three letters of reference forwarded by the referees, a statement of teaching philosophy, and other relevant supporting material. All should be sent to: Erik Edson, Chair of the Search Committee, Department of Fine Arts, Mount Allison University, 53 York Street, Sackville, NB E4L 1C8, Fax: 506-364-2606, Email: eedson@mta.ca. Mount Allison is a highly respected small (2500 students) undergraduate institution. The Department of Fine Arts, with a faculty of seven and approximately 115 studio students, offers a B.F.A. and a B.A. with majors and minors in studio art and art history, and studio courses in drawing, painting, photography, printmaking, open media and sculpture. The Owens Art Gallery, with a programme of contemporary and historical exhibitions and visiting artists' presentations, provides important support to the Department. For further information see our web site: http://www.mta.ca/faculty/arts/letters/finearts/. The closing date is January 15, 2002. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Assistant Professors

Department of Sociology, Department of Political Studies, College of Law

Indigenous Peoples & Justice

The College of Law at the University of Saskatchewan invites applications for a full-time tenure-track position at the rank of Assistant Professor, with appointment to commence July 1, 2002.

The position is in the area of Indigenous knowledge and ideas of justice. The appointment will be in the College of Law, but is part of a priority area identified by the University for an interdisciplinary initiative in Indigenous Peoples and Justice. The duties associated with the position include participation in the development of the LL.B. component of interdisciplinary programs related to this theme; development and instruction of one or more of the capstone courses related to Indigenous knowledge and concepts of justice; collaboration with other faculty members appointed as part of this initiative and with community partners; and pursuit of research and publishing activities related to the theme of Indigenous peoples and justice, including participation in interdisciplinary and collaborative research initiatives.

Candidates should have a completed LL.M. or other graduate degree in law, or a law degree and a completed graduate degree in some other discipline, such as anthropology, political studies, Native studies, criminology, psychology or history.

Applications, accompanied by a curriculum vitae, transcripts of grades, a sample of scholarly writing, and letters from three academic referees, should be sent to the Dean at the following address. Consideration of applications will begin as of January 15, 2001.

Dean Beth Bilson
College of Law
15 Campus Drive
Saskatoon, Saskatchewan S7N 5A6

Tel: (306) 966-5910
Fax: (306) 966-5900
E-mail:beth.bilson@usask.ca

More information about the College of Law may be found at www.usask.ca/law and more information about the Indigenous Peoples and Justice Initiative may be found at www.usask.ca/university_council/planning/projects.html.

The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with the nature of this position, preference will be given to a candidate of Aboriginal ancestry.

Aboriginal Justice & Knowledge

The Department of Sociology at the University of Saskatchewan invites applications for a full-time, tenure-track position at the rank of Assistant Professor. The starting date is July 1, 2002.

The position is in the area of Aboriginal justice and knowledge, and is open to candidates with strong sociological backgrounds and related research interests. (Please quote competition #31P when applying for this position). This position is based in Sociology, but is part of a priority area identified by the University of Saskatchewan for an interdisciplinary initiative in Indigenous Peoples and Justice. The duties associated with the position include participation in the development of the B.A. program in Sociology with a concentration in Indigenous peoples and justice; development and instruction of one or more of the capstone courses related to Indigenous knowledge and ideas of justice; participation with other faculty members with teaching responsibilities and graduate supervision in this area; and pursuit of research activities related to the theme of Indigenous peoples and justice, including participation in interdisciplinary and collaborative research initiatives.

Normally a completed PhD in Sociology is expected at the time of appointment, or prior to recommendation for tenure.

Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to the Department Head at the following address. Applicants should also arrange for three reference letters to be sent to the same address or fax number. Closing date for applications is December 15, 2001

Department of Sociology
University of Saskatchewan
1016 - 9 Campus Drive
Saskatoon, SK S7N 5A5

Phone (306) 966-6925
Fax (306) 966-6950

More information about the Department of Sociology and its programs can be found on the Department website: www.arts.usask.ca/sociology/.

The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. In accordance with the nature of this position, preference will be given to candidates of Aboriginal ancestry.

Sociology of Law & Criminology

The Department of Sociology at the University of Saskatchewan invites applications for a full-time, tenure-track position at the rank of Assistant Professor.

The position requires a specialization in the area of Sociology of Law and Criminology, with expertise in areas like Aboriginal justice, criminal justice policy, corrections, or gender, law and crime. (Please quote competition #2A when applying for this position). The starting date is July 1, 2002.

A completed doctoral degree in Sociology is required. A demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity, or the demonstrable potential to develop such a record, is required.

An application, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to:

Head, Department of Sociology
University of Saskatchewan
1016 - 9 Campus Drive
Saskatoon, SK S7N 5A5

Phone (306) 966-6925
Fax (306) 966-6950.

Applicants should also arrange for three reference letters to be sent to the same address or fax number. The formal closing date is December 15, but applications will be accepted until the position is filled. More information about the Department of Sociology and its programs can be found at www.arts.usask.ca/sociology/.

In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. This position has been cleared, however, for advertising at the two-tier level, and applications are invited from qualified individuals regardless of their immigration status in Canada.

The University is committed to employment equity. The Department of Sociology is seeking to address a gender imbalance among its faculty complement; to this end, qualified female candidates are particularly encouraged to apply. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

Aboriginal Public Administration

The Department of Political Studies at the University of Saskatchewan invites applications for a tenure-track position at the rank of Assistant Professor, effective July 1, 2002. The position is in the area of Aboriginal Public Administration and is open to candidates with a background in one or more of the following areas: Aboriginal Public Administration, Aboriginal Public Management, Aboriginal Public Policy, and Aboriginal Governance and Politics. Candidates should also have research interests in one or more of these areas.

This position is based in Political Studies but relates to a priority area identified by the University of Saskatchewan for an interdisciplinary initiative in Indigenous Peoples and Justice. The Department's part in this initiative is the development of an undergraduate program, and subsequently a graduate program, in Aboriginal Public Administration.

The duties associated with the position include participation in the development of programs in Aboriginal Public Administration; the development and instruction of one or more of the capstone courses related to Indigenous knowledge and ideas of justice; collaboration with other faculty members with teaching responsibilities in these areas; and pursuit of research activities related to Aboriginal public administration, management, policy, governance and politics. Candidates should also be predisposed to participation in interdisciplinary and collaborative research initiatives.

Candidates for the position are expected to have, or be close to completing, a PhD.

Applications, including a curriculum vitae, a statement of interests, current and projected research activities, and any available teaching evaluations, should be sent to:

Dr. Donald C. Story, Head
Department of Political Studies,
University of Saskatchewan,
9 Campus Drive, 919 Arts Building,
Saskatoon, SK S7N 5A5

Tel: (306) 966-5200
Fax: (306) 966-5250

Applicants should also arrange to have three letters of reference sent to the above address. Closing date for receipt of applications and reference letters is February 15, 2002.

Information about the Department of Political Studies and its programs can be found on the Department website: www.usask.ca/politic/.

The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. In accordance with the nature of this position, preference will be given to candidates of Aboriginal ancestry.

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FRENCH

ALLEGHENY COLLEGE (Meadville, PA, USA) — Assistant professor of French; two-year position with possibility of renewal or tenure track. Specialization open, but ability to teach Francophone literature and/or 20th-century history of ideas advantageous. PhD preferred, advanced ABDs will be considered. Teaching experience and native or near-native fluency in French and English required, and evidence of research program. Responsibilities include teaching French at all levels, developing the use of technology in the classroom, and participating in our freshman/sophomore interdisciplinary seminars that emphasize writing and speaking. Send letter of interest, CV, and three letters of recommendation to Dr. Phillip Wolfe, Chair, Department of Modern and Classical Languages, Allegheny College, 520 N Main St., Meadville, PA 16335. Deadline for applications is November 20, 2001. EOE. Minorities and women are encouraged to apply.

FRENCH TEACHING & LEARNING

UNIVERSITY OF TORONTO AT MISSISSAUGA, ERINDALE COLLEGE — Le département d'Études françaises de l'Université de Toronto à Mississauga (UTM) sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence. Le/la candidat/e s'intégrera au niveau du 1er cycle dans le programme UTM de didactique des langues secondes et contribuera à l'établissement d'un programme au niveau du 2e cycle sur le même campus. Il/elle sera spécialisé/e en psycholinguistique ou en acquisition du français langue seconde. Description du poste: Enseignement dans les programmes du département aux trois cycles (1er cycle à UTM et 2e et 3e cycles à UTM et/ou au campus St. George); encadrement d'étudiant/s/d'étudiantes de 2e et de 3e cycles. Exigences: Doctorat en linguistique, spécialisation en psycholinguistique ou en enseignement/apprentissage du français langue seconde; expérience de l'enseignement assisté par les nouvelles technologies serait un atout; expérience de l'enseignement du français langue seconde; excellent dossier pédagogique et bonne connaissance des deux langues officielles; solide dossier de publications et aptitude au travail en équipe. Traitement: selon expérience et qualifications. Date d'entrée en fonction: 1er juillet 2002. Prière de faire parvenir un cv, vos publications principales et trois lettres de recommandation (envoyées directement par les répondants) avant le 15 janvier 2002 à Madame Janet M. Paterson, directrice, département d'Études françaises, Université de Toronto, Odette Hall, 50 rue St. Joseph, Toronto, Ontario, M5S 1J4. Le processus de sélection accorde la préférence aux personnes ayant le statut de citoyen canadien ou de résident permanent. L'Université de Toronto offre la possibilité d'enseigner, de faire de la recherche, de travailler avec des groupes et des institutions qui reflètent la diversité du Toronto métropolitain, et de vivre dans une des endroits les plus cosmopolites au monde. L'université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles, de personnes appartenant à des minorités sexuelles et de personnes handicapées, ainsi que toute personne susceptible de faire avancer la diversification des idées.

GÉNIE

L'UNIVERSITÉ D'OTTAWA — L'École d'ingénierie et de technologie de l'information (EITI), cherche à combler des postes menant à la permanence de professeurs à temps plein, à tout niveau. L'École, présentement avec plus de 2000 étudiants au 1er cycle, 250 étudiants diplômés et 55 professeurs, offre des programmes complets de baccalauréat, de maîtrise et de doctorat en génie informatique, génie électrique, génie du logiciel, et science informatique. Les domaines en priorité sont: la technologie de l'internet, les communications optiques et sans fils, l'informatique biomédicale, les systèmes répartis, les bases de données, et le génie logiciel en général. Tous candidats doivent détenir un doctorat en une discipline connexe. Préférence sera accordée aux candidats pouvant démontrer un fort potentiel en recherche et d'excellentes aptitudes pédagogiques. Le rang et le statut et la rémunération seront établis en fonction des qualifications et de l'expérience du candidat. Le bilinguisme (français et anglais) constitue un atout pour ces postes. Voir http://www.site.uottawa.ca/

GEOGRAPHY

McGILL UNIVERSITY — Applications are invited for two tenure-track positions at the Assistant Professor level: Development Geography. Applicants must possess a PhD, or expect to graduate by summer 2002, have demonstrated research excellence and excellent teaching and communication skills. The successful candidate should have an interest in research on social and institutional dimensions of development processes in areas such as Africa, Asia, Latin America or the Caribbean. He or she will be expected to teach at the undergraduate and graduate levels and to develop a vigorous research program, embracing graduate student supervision. There are excellent opportunities for collaboration within the Department and other units, such as the School of Environment and the Centre for Developing Area Studies. GIS, Remote Sensing and Environmental Modelling. Applicants must possess a PhD, or expect to graduate by summer 2002, have demonstrated research excellence and excellent teaching and communication skills. The successful candidate should have interests in the spatial analysis of environmental and land surface change utilising GIS, Remote Sensing and Systems Modelling. He or she will be expected to teach at the undergraduate and graduate levels and to develop a vigorous research program, embracing graduate student supervision. There are excellent opportunities for collaboration within the Department and other units, such as the School of Environment and the McGill field stations. Information on McGill and the Department of Geography can be found at (gotobutton bm_1; www.mcgill.ca) and www.geog.mcgill.ca. The positions start on September 1, 2002. Salaries will be commensurate with qualifications and experience. The Department encourages applications from qualified women and men, members of visible and non-visible minorities, aboriginal people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Candidates should ensure their curriculum vitae, statements of teaching specializations and research interests, up to three reprints and three confidential letters of recommendation sent under separate cover by the candidate's referees are received before January 15, 2002 by: Dr. Tim Moore, Chair, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6, phone: 514 398-4112, fax: 514 398-7437; email: (gotobutton bm_3; chair@geog.mcgill.ca).

THE UNIVERSITY OF LETHBRIDGE — The Department of Geography invites applications for two 2-year term positions at the Assistant Professor level beginning 1 July 2002, subject to budgetary approval. Position one may be converted to tenure-track, subject to budgetary approval. For both positions, a PhD is required (at or near completion) in Geography or a related discipline. The successful applicants will be expected to develop a continuing research program, and to seek external research funding. New faculty are eligible for funding in support of research and scholarly activities. For position one, we seek candidates with a strong background in applied Geographical Information Science and spatial modelling in human or physical geography. For position two, we seek a physical geographer/earth scientist with the ability to teach some combination of introductory physical geography, intermediate geomorphology, field techniques in the earth sciences, Quaternary studies, and soils geography. Teaching and research experience in the application of Geographical Information Science would be an asset. The Department of Geography at The University of Lethbridge has a young enthusiastic group of faculty members that include human and physical geographers and archeologists with diverse and active research programs. Our undergraduate majors in geography have the opportunity to include a "Concentration in Geographic Information Science" in their programs. Faculty are also actively involved in multidisciplinary majors in Agricultural Studies, Environmental Science and Urban and Regional Studies. The department is well equipped for research. Computer laboratories include ArcInfo and ArcView (ArcGIS), MapInfo, PCI Easi/Pace, ENVI, WMS, CorelDraw, SPSS and a variety of specialized software, digitizing tablets and a large-format ink jet roll plotter. Field instruments

Lakehead
UNIVERSITY

ASSOCIATE VICE-PRESIDENT (RESEARCH)

The Office of the Vice-President (Research and Development) of Lakehead University invites nominations and applications for the position of Associate Vice-President (Research).

The Associate Vice-President (Research) reports to the Vice-President (Research and Development), and will work closely with the Dean of Graduate Studies. He or she is responsible for leadership and general administration of research and technology transfer at the University, promoting and supporting faculty research, managing research contracts and the administrative supervision of research centres and laboratories. The Associate Vice-President (Research), will also oversee the administrative operations of Lakehead University's Office of Research, the Innovation Management Office, and the Lakehead University Centre for Analytical Services (LUCAS).

Applicants should have an earned PhD, an established reputation as a scholar, teacher, researcher and graduate supervisor (preferably in the sciences or health sciences), and have a proven track record of attracting research grants as well as forging research partnerships with both private industry and government. He/she should possess the necessary administrative and interpersonal skills to provide leadership for the continuing development of the national and international research profile of Lakehead University, as well as the management of a university research administration office. The successful candidate will have a detailed knowledge of: 1) National research funding agencies (including NSERC, CFI, CIHR, SSHRC, Canada Research Chairs Program); 2) Ontario's research funding agencies; 3) international research and development organizations.

All positions are subject to budgetary approval. Nominations and applications should include a curriculum vitae, a statement of interest and a vision for developing the research enterprise at a mid-size university. Include the names, addresses and phone numbers of three referees, and submit in confidence to:

Dr. Timothy Buell, Chair
Search Committee for Associate Vice-President
Lakehead University
Thunder Bay, Ontario, Canada P7B 5E1

Applications received by **15 January 2002** will be given preference.

For information on Lakehead University and its research activities, please visit our web site at www.lakeheadu.ca.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants, including women, visible minorities, Aboriginal Peoples, and persons with disabilities.

RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

SCHOOL OF BUSINESS MANAGEMENT
Tenure-Track Positions

Ryerson's School of Business Management is Canada's pre-eminent "practical" business school. Located in the heart of Toronto, we are ideally situated for conducting strategic business research and providing unique learning experiences for students. The School of Business Management graduates over 700 students each year with Bachelor of Commerce degrees in Accounting, Economics and Management Science, Finance, Human Resources Management, Management and Enterprise Development, and Marketing. Many of our graduates launch immediately into their business careers, working for established organizations or for themselves, while many others pursue graduate school or professional designations. All positions are effective August 1, 2002.

Accounting

We invite applications for two tenure-track positions in the Accounting area. The successful candidates are expected to hold a PhD or be in a PhD program and also hold an accounting designation. Preferred candidates will have teaching experience at the university level, and a specialty in assurance services, accounting information technology, financial accounting, managerial accounting or taxation. Ryerson's research mandate requires faculty to develop their scholarly activities in terms of applied knowledge. Working closely with colleagues both within the University and in the accounting profession, the successful candidates are expected to be able to contribute to the leadership of the Accounting area and the School of Business Management, provide high-quality education for their students, and participate in the review and development of an accounting curriculum relevant to an undergraduate business school. Each appointment will be as an Assistant Professor or commensurate with current status in another university. Salary and benefits are competitive.

Entrepreneurship

We invite applications for one tenure-track position in the Entrepreneurship area. The successful candidate is expected to hold a PhD or a DBA in Entrepreneurship; a PhD which is near completion may also be considered. The ideal candidate will have some university teaching experience and hands-on entrepreneurial experience in creating and operating successful business ventures. Research at Ryerson focuses on application and practice, and the successful applicant will be expected to undertake scholarly research in the entrepreneurial area, as well as provide leadership in developing the area of entrepreneurial studies to be one of the best in Canada. We view entrepreneurship as an innovative development process that includes both start-up and existing, venture-creating activities. Academically, we are focused on entrepreneurial activities surrounding start-up and small- to medium-size enterprises. The successful applicant must share this focus and want to work with us to develop the field in practical and theoretical ways. The appointment will be as an Assistant Professor or commensurate with current status in another university.

Marketing

We invite applications for one tenure-track position in the Marketing area. The successful candidate must have a PhD in Marketing or a closely-related business field, along with at least 5 years of experience in marketing, some post-secondary teaching experience, and the ability to teach in one or more of the following areas: international marketing, Internet marketing, business-to-business, consumer behaviour, marketing communications, or sales management. The successful candidate will have a demonstrated interest in academic or business research, and will work closely with colleagues both within the University and in the Marketing area to contribute high-quality, technologically-enabled instruction in the classroom, actively pursue a research agenda, and participate in the ongoing review and development of the marketing curriculum. The appointment will be as an Assistant Professor or commensurate with current status in another university.

Please send all applications for the School of Business Management, by January 15, 2002, to: Dr. Peter Luk, Director, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

SCHOOL OF RETAIL MANAGEMENT
Tenure-Track or Limited Term Position

The School invites applications for one tenure-track or limited-term position, effective August 1, 2002. This undergraduate program is the first Bachelor of Commerce degree program in Retail Management in Canada and is supported by an Advisory Board comprised of Canada's leading retailers. The School recently launched a $10-million fundraising campaign dedicated to scholarships, enhancement of the on-campus program, Internet delivery of courses and research chairs in Service Quality Management, and Logistics and Supply Chain Management. To date, $5.5 million has been raised. The successful candidate will have a PhD or relevant master's degree with retail experience at a senior level. The ideal candidate will develop a track record of research in one of the following areas: customer service, logistics and supply chain management, retail strategy, retail technology. Ryerson's research mandate requires faculty to develop their scholarly activities in terms of applied knowledge that leads to working closely with colleagues both within the University and the retail industry. This position offers the opportunity to collaborate with researchers at Ryerson's Centre for the Study of Commercial Activity. The curriculum for the 4-year Bachelor of Commerce undergraduate program is delivered using technology-enhanced distance delivery as well as through classroom-based learning. Leadership in curriculum development and proven delivery of high-quality instruction at a post-secondary institution are essential. The appointment will be at the Assistant or Associate Professor level or commensurate with current status in another university. Applicants should submit their curriculum vitae, by January 15, 2002, to: Donna Smith, Director, School of Retail Management, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

Although all applications will be accepted, only those received by the deadline date will be guaranteed full consideration. All advertised positions are subject to budgetary approval.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

RYERSON UNIVERSITY

and geotechnical laboratory facilities are available in house, with additional advanced laboratory facilities also available at collaborating Federal, Provincial, and other institutions in the Lethbridge area. The University is also a collaborative member of the Multimedia Advanced Computational Infrastructure (MACI), a cluster of high performance supercomputers linked by a high-speed broadband communications backbone for efficient research in IT areas such as GIS, and part of the larger WestGrid and c3 ca grid of resources linking western Canadian and national institutions. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and adding a special-case PhD program. Ten graduate students are currently in residence in Geography and Environmental Science. For more information about the University, please visit our web site at http://www.uleth.ca, or the Department's web site at http://home.uleth.ca/geo. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. Applications should include a curriculum vitae, transcripts, teaching evaluations, publication offprints, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Ian MacLachlan, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2076, Fax: (403) 329-2016, or e-mail: geography.chair@uleth.ca. The closing date for applications is February 28, 2002.

THE UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning invites applications for two tenure-stream positions commencing July 1st, 2002 in the following areas 1) Assistant Professor in Human Geography. We seek candidates with expertise in the theory and practice of environmental policy and management. The Department, along with institutes and centres within the University, has both national and international interests in environmental management and policy analysis. The successful candidate should have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching. 2) Assistant Professor rank in Planning. We seek candidates with expertise in urban planning with special interests in urban design. The successful candidate will teach in the Graduate Planning Program with emphasis on the program specialization in Urban Design. Candidates should have a PhD in Planning, Geography, a Design discipline or a closely related field on appointment and at least one degree in Planning. Candidates should have research interests and professional experience in urban design and the ability to teach courses and studios in the practical aspects of urban design in the planning field. Candidates should also demonstrate how they could contribute to the Department's undergraduate geography program. Preference will be given to candidates who are eligible for membership in the Canadian Institute of Planners. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. Candidates should send their curriculum vitae, brief statements of teaching specializations and research interests, copies of selected reprints, as well as arrange to have letters from three referees forwarded by February 1, 2002 to: Professor Joseph Desloges, Chair, Department of Geography & Program in Planning, University of Toronto, 100 St. George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3. Please note that no email applications will be accepted.

THE UNIVERSITY OF TORONTO — The Department of Geography and Program in Planning invites applications for a tenure-stream position at the Assistant Professor rank commencing July 1, 2002. Candidates should have research and teaching interests in economic and social processes in urban settings, including, for example, transportation, health, and communication and information technology. Demonstrated expertise in quantitative analysis and GIS is desirable. The successful candidate must have a PhD in geography or a related discipline, demonstrated potential for excellence in scholarly research and teaching. The appointment is at the University of Toronto at Mississauga, which has an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The appointee will be expected to develop an externally funded research program and contribute to a diverse undergraduate and graduate education. Additional information on the Department can be obtained through the World Wide Web at http://erato.scs.utoronto.ca/ and http://www.geog.utoronto.ca. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Candidates should send their curriculum vitae, brief statements of teaching specializations and research interests, copies of selected reprints, as well as arrange to have letters from three referees forwarded by February 1, 2002 to: Professor Joseph Desloges, Chair, Department of Geography & Program in Planning, University of Toronto, 100 St. George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3. Please note that no email applications will be accepted.

GEOGRAPHY & ENVIRONMENTAL STUDIES

WILFRID LAURIER UNIVERSITY — The Department of Geography and Environmental Studies invites applications for a tenure-track appointment at the rank of Assistant or, in special circumstances, Associate Professor, effective July 1, 2002, subject to budgetary approval. Candidates will have interests in natural hazards, risks and disasters, and stressed environments, a demonstrated understanding of physical processes, and a capability of linking these with non-physical realms. In addition to teaching graduate and undergraduate courses in his/her area or region of specialization, the successful candidate will teach undergraduate courses such as world problem environments, water resources, geography of energy, and natural environments. Candidates will possess a PhD at the time of appointment and demonstrate a clear promise of excellence in research, effectiveness in teaching, and a willingness to direct graduate research. Applicants should send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Professor B. Shaipe, Chair, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. The closing date for applications and supporting materials is February 18, 2002, but further applications will be considered until the position is filled. Applicants can learn more about the Department and current faculty interests at http://www.wlu.ca/~wwwgeog/. All qualified candidates are encouraged to apply, however, Canadian Citizens and Permanent Residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

GEOLOGY

ST. FRANCIS XAVIER UNIVERSITY — The Department of Earth Sciences invites applications for a 10-month sabbatical replacement appointment commencing August 1st 2002. Applicants should have either have, or be pursuing, a PhD degree in the Earth Sciences. Teaching responsibilities will include Sedimentology and Stratigraphy, Coastal Oceanography, Geomorphology, and either Basin Analysis, or Earth History. Applications must be received no later than February 1st. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to submit a curriculum vitae and the names and addresses of at least three referees to: Dr. Brendan Murphy, Chair, Dept. of Earth Sciences, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 2W5, Canada. Email: bmurphy@stfx.ca; http://www.stfx.ca/academic/geology/.

GESTION

L'UNIVERSITÉ McGILL — La faculté de gestion est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence dans les domaines de la comptabilité, finance, gestion générale, gestion de l'informatique, sciences de la gestion (gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion compte 65 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen — affaires académiques, Faculté de gestion, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2002. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

GLOBAL STUDIES

THE WILFRID LAURIER UNIVERSITY — The Global Studies and Women's Studies Programs invite applications for a joint tenure-track appointment at the Assistant Professor level in Global Studies and Women's Studies. The appointment, subject to budgetary approval, will commence on July 1st, 2002. The successful candidate will be responsible for teaching, and administrative tasks, both in Global Studies and Women's Studies. Candidates must have a completed PhD and be committed to working in an interdisciplinary context. They will bring a feminist perspective to global studies, and a global perspective to women's studies, demonstrating a strong potential for scholarship and teaching within these fields. We are particularly interested in individuals who have research strengths in one or more of the following areas: race and ethnicity; women, work and the global economy; and cultural studies. The successful candidate will teach introductory and senior undergraduate courses in Global Studies and in Women's Studies. Applicants should submit a curriculum vitae, a cover letter outlining research interests, a short teaching dossier, a writing sample (max 25 pages) and arrange for three letters of reference to be sent to: Leonard Friesen, Coordinator, Global Studies Program, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 by February 15, 2002. All qualified candidates are encouraged to apply, however, Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

HEALTH INFORMATICS

YORK UNIVERSITY — As part of its Strategic Plan for the New Millennium, York University is consolidating its strengths in health related areas and is embarking on the development and delivery of a range of bold new programs in the School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, York University. Atkinson is York's second largest Faculty, with strengths in business, nursing, social work, psychology, computer science, information technology, and the liberal arts. It is the university's leader in internet education. The School offers three Honours program streams — Health Policy, Health Management, and Health Informatics. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector by equipping them with 'mission-critical' knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health care field. Student co-op placements are central to the mission of the School. The School is seeking to recruit an outstanding individual in the area of Health Informatics. The successful candidate will play a pivotal role in the further development of the Informatics curriculum, and teach and conduct research within a highly productive and collegial academic community. The position is tenure-track at the assistant or junior associate professor level. The appointment is

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Science—Statistics (Math/Computer Science); Mathematics (Math/Computer Science)
Education—French Immersion
Nursing—Acute Care Nursing of Adults; Gerontological Nursing; Community/Public Health Nursing
Note: All positions are subject to final budgetary approval.

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The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UPEI

effective July 2002. Eligible candidates must hold a doctorate or equivalent, completed or near completion, with a strong health informatics focus. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferable. The School is particularly interested in recruiting candidates who are eligible for the CIHR/SSHRC/Health Career Award/external research funding. Qualified individuals should send a letter of application identifying their areas of research and teaching, curriculum vitae, one or more published works, and the names and addresses of three referees. A review of applications will begin January 3, 2002, and continue until the position is filled. All appointments are subject to final budgetary approval. Applications and supporting documentation should be directed to: Dr. Marcia Rioux, Chair, School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, 202 Atkinson, York University, 4700 Keele Street, Toronto, ON M3J 1P3, Telephone: (416) 736-2100 ext. 22115; Fax: (416) 736-5227; Email: mrioux@yorku.ca). York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The School of Health Policy and Management welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. This advertisement supercedes any previous advertisement on this position.

HEALTH MANAGEMENT

YORK UNIVERSITY — As part of its Strategic Plan for the New Millennium, York University is consolidating its strengths in health related areas and is embarking on the development and delivery of a range of bold new programs in the School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, York University. Atkinson is York's second largest Faculty, with strengths in business, nursing, social work, psychology, computer science, information technology, and the liberal arts. It is the university's leader in Internet education. The School offers three Honours program streams — Health Policy, Health Management, and Health Informatics. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector by equipping them with 'mission-critical' knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health care field. Student co-op placements are central to the mission of the School. The School is seeking to recruit an outstanding individual in the area of Health Management/Administration. The successful candidate will play a pivotal role in the further development of the Health Management curriculum, and teach and conduct research within a highly productive and collegial academic community. The position is tenure-track at the assistant or junior associate professor level. The appointment is effective July 2002. Eligible candidates must hold a doctorate or equivalent, completed or near completion, in Health Management/Administration, or in a related health discipline with a strong Health Management/Administration focus. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferable. The School is particularly interested in recruiting candidates who are eligible for the CIHR/SSHRC/Health Career Awards/external research funding. Qualified individuals should send a letter of application identifying their areas of research and teaching, curriculum vitae, one or more published works, and the names and addresses of three referees. A review of applications will begin January 3, 2002, and continue until the position is filled. All appointments are subject to final budgetary approval. Applications and supporting documentation should be directed to: Dr. Marcia Rioux, Chair, School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, 202 Atkinson, York University, 4700 Keele Street, Toronto, ON M3J 1P3, Telephone: (416) 736-2100 ext. 22115; Fax: (416) 736-5227; (Email: mrioux@yorku.ca). York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The School of Health Policy and Management welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. This advertisement supercedes any previous advertisement on this position.

HEALTH PSYCHOLOGY

CARLETON UNIVERSITY — Subject to budgetary approval, the Department of Psychology wishes to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2002. Preference will be given to candidates with research and teaching interests in the area of Health Psychology. We are particularly interested in individuals with research interests that are related to health promotion/prevention. The Department of Psychology has a strong undergraduate and graduate program in experimental psychology, with a growing commitment to the Health Psychology area. Further information can be obtained from our website at http://www.carleton.ca/. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning January 30, 2002.

HISTORY

WILFRID LAURIER UNIVERSITY — The Brantford Campus invites applications for a tenure-track appointment in the Philosophy, History and/or Sociology of Science. Full details are included in our advertisement under "Interdisciplinary Studies."

THE UNIVERSITY OF VICTORIA — The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of China. The successful candidate will teach introductory and upper-level courses on the history of China, including upper-level courses focused on Ming to present, and will contribute to the Department's graduate program. The ability to teach a course on comparative transnational subjects is an advantage. Applicants should have a completed PhD; teaching experience and publications are preferred. Letters of application, curriculum vitae and letters from at least three referees should be sent by 15 January 2002 to Dr. Eric W. Sager, Department of History, University of Victoria, P.O. Box 3045, Victoria B.C. V8W 3P4 (http://web.uvic.ca/history/ email: ewsager@uvic.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Others are encouraged to apply, but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.

THE UNIVERSITY OF LETHBRIDGE — The Department of History invites applications for an Assistant Professor in the history of modern and contemporary Central and Eastern Europe, preferably with an additional thematic specialization such as intellectual history, science and technology, history of medicine, etc. This is a ten-month term position, beginning August 1, 2002, subject to budgetary approval. Applicants should have a PhD at or near completion and teaching experience at the university level. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Malcolm Greenshields, Chair, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2541, Fax: (403) 329-5108, or e-mail: greenshields@uleth.ca. The closing date for applications is January 15, 2002.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of History invites applications and nominations for the J.B. Smallman Chair in History, a professorship established in 1955 through a generous donation from the estate of John Bamlet Smallman. The position is a six month or one year appointment, and the field is open. Nominees or applicants, who may include post-retirement scholars, should be well-established historians with significant publication records. The senior scholar appointed to the Smallman Chair will be expected to teach a graduate/senior undergraduate course, provide a public lecture in his/her area of current research, and otherwise participate in the academic life of the Department. A nominator should provide a covering letter as reference, a further solicited letter of reference and a curriculum vitae for the nominee. Applicants should send a letter of application, a curriculum vitae and two letters of reference to: Professor J.J.B. Forster, Chair, Department of History, The University of Western Ontario, Social Science Centre, room 4328, London, Ontario, N6A 5C2, tel: (519) 661-3647; fax: (519) 661-3010. The deadline for applications is 4 January 2002. Positions are subject to budgetary approval in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

YORK UNIVERSITY — The Department of History (Faculty of Arts) invites applications for a three-year contractually limited appointment at the rank of Assistant Professor in the history of Modern Spain. Areas of specialization are open but candidates should have expertise in the history of 19th and 20th century Spain. In addition, the appointee will be required to teach an upper level course on Spain, Italy, and Portugal since 1800. Required qualifications include a completed PhD, or equivalent. Candidates should show promise of excellence in teaching and should have an ongoing program of research in the area of specialization. Salary is dependent on qualifications and experience. The appointment will commence 1 July 2002. In all its appointments, the Department of History is keen to attract scholars who have an interest in the history of one or more of the following: cross-cultural contact; war; gender and sexuality; imperial and post-colonial issues. Candidates should submit a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than February 1, 2002 to: Professor Marlene Shore, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 Canada (fax 416-736-5836). York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of History welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

WILFRID LAURIER UNIVERSITY — The Department of History invites applications for a position in Canadian history, with a proven specialization in military history or war and society at the Associate Professor or Professor level. The position will commence 1 July 2002, subject to budgetary approval. The successful candidate will be expected to teach courses and direct research on the First and Second World Wars and on Modern Canada. Undergraduate [illegible] must show [illegible] publication [illegible] curriculum vitae, copies of recent publications, a statement of teaching and research interests and arrange to have three letters of reference received by 18 February, 2002 to Dr. George Urbanik, Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. All qualified candidates are encouraged to apply; however Canadian Citizens & Permanent Residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

CANCELLED

THE UNIVERSITY OF WINNIPEG — The Department of History invites applications for a tenure-track position in Art History at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 2002. Applicants should have a PhD, although applications from candidates who have not yet completed their degree may be considered. The successful candidate must have a strong commitment to undergraduate teaching and to research. He/she will be expected to teach courses from a wide range of areas that may include: Medieval, Renaissance, Nineteenth Century and Twentieth Century Art. Other areas will also be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. Interested candidates should submit their curriculum vitae, one sample of research, and a teaching dossier, and should arrange for three referees to submit letters on their behalf. Applications and references must be received by February 1, 2002 and should be sent to: Professor David G. Burley, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9, fax 204-774-4135; phone 204 786-9012. Before January 1, 2002, contact Professor Daniel Stone, Acting Chair, at the same address, fax, and phone. E-mail: stone@uwinnipeg.ca

TRENT UNIVERSITY — The Department of History invites applications for a tenure track position in Canadian history, effective 1 July 2002, subject to budgetary approval. We are particularly interested in teaching expertise in one or more of the following: pre-Confederation Canada, political and/or economic history. Contribution to one of the Department's team-taught courses is also expected. The Department of History combines strong research with an emphasis on high quality teaching. The position is at the rank of Assistant Professor, for which a PhD is required. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer, and especially invites applications from women, aboriginal people, visible minorities and people with disabilities. Please send applications, including a curriculum vitae, and arrange to have three letters of reference sent to Professor Olga Anonewsky, Chair, Department of History, Trent University, Peterborough, Ontario, Canada K9J 7B8, by February 1, 2002 (Tel: 705 748-1011 Ext. 1575); Fax: 705 748-1821, Email history@trentu.ca

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Dean, John Molson School of Business

This is an extension of the original deadline.

Concordia University is seeking to appoint a Dean of the John Molson School of Business to begin June 1, 2002 or as soon thereafter as possible.

Concordia's John Molson School of Business is one of the most respected and largest business schools in Canada and one of the few schools accredited by the AACSB. Concordia's Accountancy Programs are the only such programs in Canada with AACSB accreditation. The School places strong emphasis on research and scholarship and on pursuing an intellectual climate in which varied inquiry about theory and practice of organizational systems can flourish. Concordia is recognized for its tradition of offering accessible, flexible and relevant commerce and administration programs. The School strives for excellence and innovation in its undergraduate programs in administration and commerce, and in graduate Diplomas in Accountancy, Administration, and Sports Administration; a MBA, an Executive MBA and an Aviation MBA in partnership with IATA; and a MSc and a PhD in Administration. As an urban business school we welcome a bilingual and multicultural constituency and enjoy a high level of ethnic and cultural diversity among our student body (5000 students) and faculty (approximately 250 full-and part-time positions).

We seek a dynamic academic leader, whose entrepreneurial vision will guide the John Molson School of Business into a new educational era, build upon our global positioning, our tradition of responsiveness to our region's needs, and our commitment to academic excellence in innovative ways. The Dean will have a strong track record in effective strategic planning. He or she will advance the interests of the School through fostering partnerships and joint ventures with organizations in both the public and private sectors, as well as strengthen collaborations with other institutions of higher learning. Fluency in French is a requisite to fulfill this mandate, in addition to demonstrated academic and administrative experience in business-related disciplines. Qualified candidates currently in the university or business milieu will be considered.

According to University policy, this appointment is normally for a five-year period and is renewable once.

Applications and nominations, including a full curriculum vitae and a one-page summary of relevant experience, will be accepted until December 31, 2001 or until the position is filled and should be addressed to:

The Selection Committee, John Molson School of Business
c/o Heather Adams-Robinette
Concordia University
Office of the Board of Governors and Senate,
BC 319
1455 de Maisonneuve Blvd. W.
Montreal, Quebec H3G 1M8
or via Fax: (514) 848-8649

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

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www.concordia.ca

NISTORY IN ART

THE UNIVERSITY OF VICTORIA — The Department of History in Art invites applications from specialists in Medieval Islamic arts, with a secondary area of competence in Medieval Christian and Jewish arts, for a tenure-track position commencing July 1, 2002. A PhD is required for this appointment which will be made at the rank of Assistant Professor; salary will be based on experience and qualifications. The department is unique in Canada for its long history of teaching the visual arts of the Islamic world and it has played a major role in the university's interdisciplinary Medieval Studies programme and the Centre for Studies in Religion and Society. This position is for a scholar whose research explores Islamic arts during the Medieval period and, ideally, the inter-relations among visual cultures of the Christian, Jewish, and Islamic communities. Teaching responsibilities must comprise all three visual traditions. The successful applicant should have appropriate language training. The candidate's research should be historically grounded, but informed by the broad intellectual shifts and related contemporary theoretical issues that have occurred in the academy. Applications, including curriculum vitae, should be sent before January 31, 2002 to: Dr. Lianne McLarty, Chair, Department of History in Art, University of Victoria, Fine Arts Complex, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Applicants should also arrange for three letters of reference to be sent to the above address by the same date. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is complete and no appointments made. More information about the Department of History in Art can be found at http://www.finearts.uvic.ca/history/mart/

NISTORY OF MEDICINE

McGILL UNIVERSITY — The Department of Social Studies of Medicine seeks an assistant professor in the history of medicine (tenure track) in the nineteenth and twentieth centuries. The Department is an interdisciplinary unit within the Faculty of Medicine and includes historians, anthropologists and sociologists. It places strong emphasis on research and graduate supervision, but is also responsible for considerable teaching in the Faculties of Arts and Medicine. The successful candidate must have a PhD and publications (an MD would be an additional asset) and must be able to function in both the medical milieu and an interdisciplinary social science environment. We will consider all areas of research interest compatible with the core strengths of the Department in comparative medical systems and medical knowledge in the 20th century. Curriculum vitae and three letters of reference should be sent by December 31,2001, to Faculty Search Committee, Department of Social Studies of Medicine, McGill University, 3655 Sir-William-Osler Street, Montreal, P.Q. H3G 1Y6, Canada. As required by immigration law, this advertisement is directed in the first instance to citizens and permanent residents of Canada. McGill University is committed to equal opportunity in employment.

NUMAN BIOLOGY

THE UNIVERSITY OF GUELPH — The Department of Human Biology and Nutritional Sciences invites applications for a tenure-track position at the Assistant Professor level in the area of Biodynamics. Applicants should have a PhD or equivalent with postdoctoral experience in Biomechanics, Physiology or a related field. The successful candidate's responsibilities will include: effective undergraduate teaching in Anatomy as well as development of courses in Biomechanics, advising on undergraduate projects and graduate theses, and the development of an externally funded research program. Clinical research experience would be beneficial. The Department of Human Biology and Nutritional Science offers undergraduate BSc programs in Bio-Medical Science, Human Kinetics, and Nutritional Sciences that have a total enrolment of 600 students. The Department presently offers MSc and PhD degrees and is firmly committed to graduate education. Applications for this position should include a curriculum vitae, 2 representative publications, documentation of teaching abilities, and the names of 3 referees. Applications will be accepted until the position is filled. Electronic versions of application materials may be submitted on 3.5" diskette (PC) in WordPerfect or e-mail to alovett@uoguelph.ca. Applications or requests for further information should be sent to: Chair of the Search Committee, Department of Human Biology and Nutritional Sciences, University of Guelph, Guelph, Ontario, Canada N1G 2W1, Fax: 519-763-5902. Review of applications will commence January 30, 2002. For information about the University of Guelph, please visit www.uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

NUMAN KINETICS

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Kinetics invites applications for a tenure-track position at the assistant professor level commencing July 1, 2002. Applicants should have the expertise and be able to teach undergraduate courses in biomechanics, in combination with ergonomics or a related subject area. In addition to teaching, the successful candidate will be expected to carry on an independent research program. Applicants must demonstrate a record of, or show potential for, excellence in both teaching and research. Candidates are expected to have completed, or be nearing completion of a PhD degree. Applications will include a letter of application; a curriculum vitae; a description of teaching and research interests; a sample of scholarly work; teaching evaluations or other evidence of teaching effectiveness, and three letters of reference. The applicant should arrange to have all materials, including the letters of reference, sent to Dr. Roy Rasmussen, Chair, Department of Human Kinetics, St. Francis Xavier University, Antigonish, Nova Scotia B2G 2W5. All materials should be received by February 1, 2002. Applications will start being considered after this date and will continue until the position is filled. StFX University is an equal opportunity employer and encourages applications from all qualified persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is dependent upon funding approval.

NUMAN NUTRITION

ST. FRANCIS XAVIER UNIVERSITY — invites applications for a tenure-track faculty position in the Department of Human Nutrition to begin on July 1, 2002. The ideal candidate will have a PhD in nutrition or a related field with experience in teaching and research related to dietetic practice. Eligibility for Dietitians of Canada membership is required. Responsibilities include undergraduate teaching in clinical nutrition and related subject areas. Other duties involve supervising student research projects and developing an externally funded research program. The candidate will also be expected to contribute to general faculty duties in the Department and the University. The Department offers a four year program leading to a B.Sc. in Human Nutrition with Major, Advanced Major and Honours and is developing an integrated dietetic internship program. Salary and rank are commensuate with education and experience. A generous package of benefits is provided. One of Canada's topped ranked undergraduate educational institutions, St. Francis Xavier University has a proactive vision for the future of higher education with a commitment to excellence in teaching and research. Review of applications will begin on February 28, 2002 and will continue until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and official transcripts, and arrange to have three (3) letters of reference sent to: Dr. Marian Naczk, Chair, Department of Human Nutrition, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2W5. E-mail address: mnaczk@stfx.ca. Fax: 902-867-2389, tel. 902-867-2205.

INFORMATION STUDIES

THE UNIVERSITY OF TORONTO — The Faculty of Information Studies invites applications for a tenure-track position at the Assistant, Associate or full Professor level. The Faculty is well-positioned for the future with a thriving doctoral program, an innovative master's program with streams in Archives, Information Systems, and Library and Information Science, a comprehensive continuing education program, and a complement of faculty members with excellent research records. The Faculty is engaged in dynamic partnerships with the Knowledge Media Design Institute, the McLuhan Program in Culture and Technology, and other University-wide interdisciplinary collaborative programs. Recognizing the Faculty's commitment to excellence and innovation within a user-focused framework, the successful candidate will have a research specialization and strong teaching competence in at least one of the following areas: children's and young adult's services; health or other specialized information centres; knowledge management; or resource description and bibliographic control. The successful applicant's research agenda will promote the Faculty's reputation as a leading-edge and internationally prominent research-intensive faculty in Information Studies. The candidate will be expected to teach required courses in at least one designated stream, may participate in team teaching in one of the core courses, and will offer electives which may cross streams. In addition to research and teaching, duties will include supervision of research at the Master's and Doctoral levels and service on faculty and University committees. Applicants should possess a doctorate or equivalent in information studies, or a related field, and should have proven ability in, or the potential for, excellent research, effective teaching and success in obtaining research grants. Applicants whose doctorate is near completion will also be considered. Applications, including the names of three references, should be forwarded by November 23, 2001, or until the position is filled to: Dean Lynne Howarth, Faculty of Information Studies, University of Toronto, 140 St. George Street, Toronto, Ontario, M5S 3G6, Canada. Email: howarth@fis.utoronto.ca. FIS web site http://www.fis.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

INFORMATION SYSTEMS

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for two tenure track appointments at the Assistant or Associate Professor level in Information Systems, commencing between May 1, 2002 and September 1, 2002. For the first appointment, we are seeking an individual with a PhD who is capable of teaching, research and graduate student supervision in the area of technical information systems, in particular, database management and systems analysis and design. For the second appointment, we are seeking an individual with a PhD in the area of behavioural information systems. In both cases, the Applicant's research interests should be compatible with those of the present faculty, which range from behavioural and technical information systems, to applied operations research to management of technology. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@uwaterloo.ca, fax: 519-746-7252).

INTERDISCIPLINARY STUDIES

WILFRID LAURIER UNIVERSITY — The Brantford Campus invites applications for a tenure-track appointment beginning July 1, 2002. The person hired will be responsible for two core courses in the campus' core interdisciplinary program: Contemporary Studies 301: The Methods of Science, and Contemporary Studies 302: Science and Its Critics. Candidates must also be able to teach a 200 level course in "Applied Scientific Reasoning." Other teaching responsibilities will be in the area of the History, Philosophy, and/or Sociology of Science. The appointee will teach courses in his or her area of specialization and will be expected to maintain an active program of research and publication, and to contribute to the overall life of the campus. Wilfrid Laurier University is committed to the principle of employment equity for women and men. Applications with a full curriculum vitae and three letters of reference should be forwarded to: Dr. Leo Groarke, Dean of the Brantford Campus, Wilfrid Laurier University, 73 George St., Brantford, Ontario, Canada N3T 2Y3, on or before December 15, 2001. In accordance with Canadian Immigration Policy, this advertisement is directed to Canadian citizens and permanent residents.

INTERNAL MEDICINE

THE UNIVERSITY OF MANITOBA — The Department of Internal Medicine in the Faculty of Medicine is seeking applications for a full-time contingent position at the rank of Assistant Professor, to commence July 1, 2002. Minimum qualifications required to carry out the duties and responsibilities of the position are a PhD or equivalent. Specific additional requirements include: Expertise and a track record in the area of viral hepatitis research and an interest in teaching at the undergraduate and post-graduate levels. Salary will be commensurate with experience and qualifications. The University of Manitoba is a major research university located in the city of Winnipeg. The Liver Diseases Research Group is one of the largest liver groups in the country. It actively collaborates with scientists in the National Microbiology and Cadham Provincial Laboratories both based in Winnipeg. The city has a rich cultural environment with symphony, opera, dance, theatre, and ethnic festivals. The region also provides ample opportunities for outdoor recreation in all seasons. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a curriculum vitae, and the names of three referees should be sent to, Dr. Gerald Y. Minuk, Liver Diseases Unit, 803F-715 McDermot Avenue, Winnipeg, Manitoba R3E 3P4. Closing Date: February 28, 2002.

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY — Subject to budgetary approval, The Norman Paterson School of International Affairs (NPSIA) invites application for a tenure track appointment at the rank of Assistant Professor. The position is in development studies, with preferred areas of expertise in population/migration, development planning and cost-benefit analysis, technology transfer, or leading edge issues in development. Our regional preferences are Africa and Southern Asia. We invite applications from any social science discipline including economics, geography, political science, and sociology. The successful candidate will be expected to teach in NPSIA's interdisciplinary MA program and in the International Studies and Development specializations of the Honours undergraduate program in Public Affairs and Policy Management. Candidates must have a completed PhD at the time of appointment. Complete dossiers, including a curriculum vitae, writing sample, evidence of teaching experience if relevant, and three letters of reference should be sent on or before December 31, 2001 to Maureen Appel Molot, Director, The Norman Paterson School of International Affairs, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

JAPANESE

YORK UNIVERSITY — The Faculty of Arts invites applications for a full-time, tenure-track position in Japanese studies at the Assistant Professor level, to commence July 1, 2002, subject to budgetary approval. PhD, in a field relevant to Japanese studies, required. Candidates who will complete the PhD degree in the near future are invited to apply, but if hired the

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UNIVERSITY OF REGINA

SCHOOL OF JOURNALISM
ASSISTANT PROFESSORS

The School of Journalism invites applications for two tenure-track positions to be appointed at the Assistant Professor rank beginning July 1, 2002. The school is looking for spirited people to join a creative team dedicated to inspiring a new generation of thoughtful journalists. As well as contributing to the core of the program, these faculty positions (one specializing in print, one in broadcast) require a progressive approach to journalism as a discipline of public inquiry.

We seek candidates with substantial professional, and/or teaching experience who can contribute to at least two of the following major program areas: documentary research and production, feature and magazine writing, news, ethics, media history and theory, interviewing and multi-media research and story development. Research expertise in any of the following areas would also be an asset: social justice, international development, environmental politics, history of popular movements, community media, arts and culture, media democracy, visual literacy (or other subjects related to journalism). Since journalism is interdisciplinary by nature, the school welcomes applications from those holding advanced degrees in other disciplines such as political science, media, cultural and literary studies, etc. Candidates eager to experiment with new forms of storytelling are encouraged to apply as are those interested in building media literacy at the community level. The professional and educational backgrounds and research interests of each candidate will be considered.

The School of Journalism at the University of Regina is a state of the art facility located on the campus in beautiful Wascana Park. Please submit a curriculum vitae, a brief statement of teaching philosophy and research interests, and arrange for the forwarding of three reference letters to: **Dr. Murray Knuttila, Dean of Arts, University of Regina, Regina, Saskatchewan S4S 0A2** (or by E-mail: murray.knuttila@uregina.ca), no later than **January 31, 2002**. More information about the School of Journalism is available at: http://www.uregina.ca/journal/.

The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Women, Canadian Aboriginal people, persons with disabilities and members of visible minorities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

DEAN, FACULTY OF ARTS

University of Regina

The University of Regina (U of R) is a dynamic institution, with nine faculties, twenty-two departments and three federated colleges – Campion, Luther and Saskatchewan Indian Federated College. Over a very short period of time, the University of Regina has created an impressive and distinctive identity. For more information about the University of Regina, please consult their website at www.uregina.ca.

The Dean of Arts is a member of the leadership team of the University of Regina and is responsible for the direction and operation of the Faculty of Arts, providing a first class educational experience to students and promoting research excellence. As a member of the University's senior administrative team, the Dean of Arts will be expected to play a significant role in University wide initiatives and promotion of the Faculty.

The ideal candidate will be a respected teacher and researcher in his/her own right, with experience in university administration, and must be willing to plan strategically, to draw on existing strengths and to develop opportunities for the future.

In accordance with Canadian Immigration requirements, this position is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Regina is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

UNIVERSITY OF REGINA

Provence consulting inc.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Cathy O'Reilly at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9 Fax: (604) 913-8356, e-mail search@provenceconsulting.com To apply on line, go to www.provenceconsulting.com *We will communicate with all who express interest.*

initial appointment would be at the level of Lecturer until the degree is granted. The position will have primary emphasis on teaching Japanese language and culture, therefore experience teaching courses in Japanese language and culture at the university level is required. Experience teaching modern and classical Japanese literature is desirable. Familiarity and experience with Technology Enhanced Learning (TEL) is also desirable. Ability to teach translation skills would be an asset. The person appointed will have the background and qualifications to pursue an active programme of research in his/her areas of expertise, demonstrated by a record of publications and conference presentations. Publications in the areas of Japanese language, culture, or literature will be considered. Native or near-native fluency in Japanese and English is expected. Salary will depend upon qualifications and experience. Candidates should submit representative publications and/or teaching materials when applying. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, and teaching evaluations should be sent to: Professor Nicholas Elson, Chair, Department of Languages, Literatures and Linguistics, 5561 Ross, York University, 4700 Keele Street, Toronto, Ontario M3J1P3. Candidates should arrange for three letters of recommendation to be sent to the address above prior to the application deadline, and should list the name, position, e-mail address and telephone numbers of those referees on the application letter. Deadline for completed applications is January 25, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Languages, Literatures and Linguistics welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website (www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF LETHBRIDGE — The Department of Modern Languages invites applications for an Assistant Professor position; two-year term beginning 1 July 2002, subject to budgetary approval. A PhD in Japanese is required in one of the following areas: language, literature, culture and civilization. The successful applicant will have native or near-native fluency in Japanese and English, and preferably some experience teaching Japanese as a second language at a post-secondary level. Competency in Computer-Assisted Language Learning is an asset. A strong commitment to and an appropriate record of scholarship and original research are required. The successful applicant will be required to teach courses in Japanese language at all levels and may be asked to teach a course in English on aspects of Japanese culture. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, with a view of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placement and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Barbara Dickinson, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone (403) 329-2560, Fax (403) 329-5187, or e-mail: louise.shannon@uleth.ca. The closing date for applications is January 31, 2002.

JEWISH STUDIES

THE UNIVERSITY OF TORONTO — The Department of Near and Middle Eastern Civilizations invites applications and nominations for the endowed Grafstein Chair in Medieval Jewish Studies. The holder of the Chair will be an already established scholar at the associate or full professor level. Research areas of special interest include medieval Jewish theology and philosophy; Kabbalah and early Jewish mysticism, and/or classical Jewish Biblical exegesis. The appointment date is July 1, 2002, and the successful candidate will teach courses at both undergraduate and graduate levels. These courses will be fully integrated into the Department's curriculum as well as the undergraduate program in Jewish Studies and the graduate program of the Centre for Medieval Studies. Applicants are requested to submit a covering letter with curriculum vitae and arrange for three letters of reference to be sent. (Nominations should include the nominee's full address, and the names of three referees.) The deadline for applications and nominations is January 25, 2002. Applications and nominations should be sent to: Professor J. A. Reilly, Chair, Department of Near & Middle Eastern Civilizations, University of Toronto, 4 Bancroft Ave., Toronto, Ontario M5S 1C1, Canada. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

JOURNALISM

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies (FIMS) invites applications for a full-time, limited-Term appointment at the rank of Lecturer for a term of up to three years. The position begins July 1, 2002. Salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. In this position, you will teach six half courses per academic year and carry out assigned duties related to committee and other service within the Faculty but you will not be expected to engage in research and scholarly publication. Minimum qualifications for this position are the ability to teach at the undergraduate and graduate level; a Masters degree in Journalism or equivalent, and a strong record of professional experience in print or broadcast journalism. Experience in online or new media journalism is a desirable asset. The successful candidate will teach in the MA program in Journalism, helping graduate students with both the practice and the critical analysis of journalism, including online journalism. The successful candidate will also have the ability to teach multimedia and/or web design in the undergraduate program Media, Information and Technoculture. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprised of more than 30 full-time faculty members and about 15 non-academic staff. It currently offers an undergraduate program in Media, Information, and Technoculture with an enrolment of 550 students as well as an M.A. in Journalism and a Master's and doctoral program in Library and Information Science, with a combined graduate enrolment of 210 students. A new graduate program in Media Studies is under development. Information about the Faculty and descriptions of our courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, samples of their journalistic work, and a cover letter outlining their interest in the position by January 15, 2001 to: Dr. Catherine Ross, Acting Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON, Canada N6A 5B7, Phone: 519-661-3542; Fax: 519-661-3506. The position is subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies (FIMS) invites applications for a full-time, probationary appointment (tenure track) at the rank of Assistant Professor to begin July 1, 2002. Candidates must have a PhD completed, or nearing completion, in a relevant area and show evidence of strong research potential and excellence in teaching. Professional experience in journalism is required, and experience with broadcast journalism or online journalism is desirable. The normal teaching workload in FIMS is four half courses per academic year. The successful candidate will teach in the MA program in Journalism, helping graduate students with both the practice and the critical analysis of journalism, preferably broadcast journalism or online journalism. The successful candidate will also teach in the undergraduate program in Media, Information, and Technoculture or, as appropriate, in a new graduate program in Media Studies, which is being developed. In addition to journalism, other relevant areas of expertise include: media theory and criticism; media and cultural industries, and legal and/or ethical issues related to journalism. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprised of more than 30 full-time faculty members and about 15 non-academic staff. It currently offers an undergraduate program in Media, Information, and Technoculture with an enrolment of 550 students as well as an M.A. in Journalism and a Master's and doctoral program in Library and Information Science, with a combined graduate enrolment of 210 students. A new graduate program in Media Studies is under development. Information about the Faculty and descriptions of our courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, copies of their scholarly and journalistic work, and a cover letter outlining their interest in the position to: Dr. Catherine Ross, Acting Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON, Canada N6A 5B7, Phone: 519-661-3542, Fax: 519-661-3506. Applications will be accepted until the position is filled. The position is subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

JOURNALISM & COMMUNICATION

CARLETON UNIVERSITY — Subject to budgetary approval, Carleton University invites applications for a tenure-track position at the rank of Assistant Professor in the Mass Communication program of the School of Journalism and Communication. In addition to research and teaching expertise in the field of Communication or Media Studies, candidates should have the competence to contribute to a new degree specialization in Strategic Public Opinion and Policy Analysis. This specialization seeks to educate students in techniques of public opinion polling, focus group research and other research methodologies, and in the analysis of data generated by such techniques. Carleton University offers PhD, M.A. and B.A. programs in Communication. The successful candidate will be expected to contribute to all three degree programs. Areas of emphasis within the Communication degrees include: socio-cultural analysis of communication, political economy of communication, history of communication, international communication, and communication and technology. Applications from candidates with expertise in the study of political communication would also be appropriate. Anticipated starting date is July 1, 2002. Applicants should provide a detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Karim H. Karim, Chair, Hiring Committee, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The closing date for applications is January 30, 2002, or until the position is filled.

KINESIOLOGY

THE UNIVERSITY OF LETHBRIDGE — The Department of Kinesiology and Physical Education at the University of Lethbridge invites applications for an Assistant Professor position; probationary (tenure track) beginning 1 July 2002, subject to budgetary approval. Depending on qualifications, the appointment may be at the Associate Professor level. A PhD at or near completion is required in Exercise Physiology. The successful applicant will be expected to develop a continuing research program, to seek external research funding, and to teach Human Physiology, Exercise Physiology, and additional courses in areas of expertise such as Sport and Exercise Nutrition, Research Methods, and aspects of physical activity and wellness across the lifespan. Preference will be given to persons with an applied sport and physical science background. Expertise in computer technology and computer assisted learning is an asset. Teaching physical activity courses is a possibility. The Department focuses on the study of wellness and lifelong physical activity involvement of all individuals at all levels of participation, and offers majors in programs leading to B.A. or B.Sc. in Kinesiology and B.Sc. in Exercise Science. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the three letters of reference to be mailed directly to: Dr. Dayna Daniels, Chair, Department of Kinesiology and Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone (403) 329-2680. The closing date for applications is January 31, 2002.

KINESIOLOGY & HEALTH SCIENCE

YORK UNIVERSITY — The School of Kinesiology and Health Science faculty of Arts invites applications for a tenure-track appointment at the Assistant Professor level for an Epidemiologist of Physical Activity, Fitness and Health for a starting date of July 1, 2002. We are seeking someone with expertise in physical activity and fitness in one of the following areas: pediatric epidemiology, chronic disease epidemiology, biostatistics/epidemiologic study design, genetic/molecular epidemiology or sport/occupational injury epidemiology. A PhD is required and post-doctoral experience would be an asset. Duties will include undergraduate teaching, and teaching and supervision in the Graduate Program in Kinesiology and Health Science (M.A., M.Sc. and PhD). High priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Applicants should send a curriculum vitae, a covering letter

Assistant Professors
College of Education

The College of Education invites applications for tenure-track faculty positions at the assistant professor level, effective July 1, 2002 or by mutual agreement. The College supports 1300 undergraduate students and 450 graduate students in the PhD, M.Ed. and Postgraduate Diploma programs. We also celebrate a 30-year commitment to Aboriginal education and teacher education for Aboriginal peoples.

Applicants should have an earned doctorate or expect to complete by the summer of 2002 or soon thereafter. We are seeking persons with a commitment to the following goals: excellence in teaching, service in the field of education, work with diverse populations, educational research, and collaborative work environments. Responsibilities include teaching graduate courses, supervising graduate student research, and conducting research or practising professional skills in the area of specialization. In addition, the positions require teaching undergraduate courses in the teacher education program, periodic supervision of field experiences, and active involvement in committee and administrative work. Experience in schools is essential and preference will be given to candidates who qualify for Teacher Certification. Experience working with Aboriginal people would be an asset.

Educational Psychology & Special Education

Three positions are available. Applicants should have academic qualifications in at least one of the following areas: special education, counselling, school psychology, educational psychology, and/or measurement and evaluation. The Department of Educational Psychology and Special Education is dedicated to the scholarship of discovery, integration, application, and teaching. This is an exciting opportunity to be involved in a growing and dynamic department.

Curriculum Studies

One position in **Practical and Applied Arts (PAA)**. This position subsumes home economics and vocational/industrial education within the context of six occupational clusters: communications, agriculture, design, care and hospitality, transportation and resources. The ideal candidate will bring expertise to the PAA clusters utilizing an industrial arts/vocational orientation and will complement the existing expertise in Home Economics.

One position in **Social Studies Education**. Preference will be given to candidates with teaching experience at the elementary and middle levels.

* * *

The University is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. These positions have been cleared for advertising at the two-tier level. Applicants are invited from qualified individuals regardless of their immigration status in Canada.

The competitions will close on February 15, 2002 or when suitable candidates are found. Applicants should send their application with curriculum vitae, a statement of teaching and research interests, evidence of teaching quality, and the names of three references to: **Dr. K.G. Jacknicke, Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1.** For more information visit www.usask.ca/education.

CANADA RESEARCH CHAIR, TIER II
INFORMATION TECHNOLOGY

University College of Cape Breton

UCCB
University College of Cape Breton

The University College of Cape Breton, (UCCB) located in Sydney, Nova Scotia has been one of the fastest growing institutions in Atlantic Canada. UCCB's strategic plan recognizes the advantage of a coherent multidisciplinary approach that facilitates strong partnerships with other academic institutions and the public and private sector to promote research productivity and the transfer of results to commercial application.

The Canada Research Chair in Information Technology is one component of the Information Technology Innovation Centre (ITIC) at UCCB. ITIC is designed to help industry gain a competitive advantage from software engineering, network computing and microelectronics innovations and to serve as the cornerstone of the new and thriving software development industry in Cape Breton.

The Chair will work collaboratively with the NRC – IIT Atlantic/Wireless Systems unit and provide an ongoing liaison between the NRC research effort and the research activities conducted by the University. The Chair IT will lead research efforts conducted in the Applied Microelectronics Laboratory, provide liaison with public and private sector partners and participate in development projects in partnership with local companies.

Candidates should hold a PhD in Electrical Engineering or Computer Sciences and must be able to meet the eligibility requirements to be a registered Professional Engineer in Nova Scotia. They should have an established research career in microelectronics supported by professional publications in journals of international importance.

For more information about the Canada Research Chairs program, consult www.chairs.gc.ca. For UCCB's strategic research plan, consult www.uccb.ns.ca.

UCCB hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you want to learn more about this unique leadership opportunity,
call Libby Dybikowski or Cathy O'Reilly at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9
Fax: (604) 913-8356, e-mail search@provenceconsulting.com
To apply on line, go to www.provenceconsulting.com
We will communicate with all who express interest.

Provence consulting inc.

stating future research goals, 3 relevant reprints and the names, addresses and e-mail addresses of 3 individuals who may act as references by January 15, 2002, to: Dr. Peter Katzmarzyk, School of Kinesiology and Health Science, Bethune College, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 (e-mail: katzmarz@yorku.ca). This position is subject to budgetary approval. Further information about the School can be obtained at www.yorku.ca/kahs/ York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The School of Kinesiology and Health Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian Citizens and permanent residents will be considered first for this position.

LANGUAGES & LITERATURES

WILFRID LAURIER UNIVERSITY — The Department of Languages and Literatures invites applications for a full-time tenure track position at the rank of Assistant Professor, effective July 1, 2002, subject to budgetary approval. A PhD in French is required with specialization in the areas of 20th century literature, literary theory and culture of France. Experience in teaching French as a second language, excellent knowledge of French Culture, as well as the language at all levels using Information Technology, will be an asset. Applications, with a CV, a Teaching Dossier and three letters of reference, should be sent by February 28th, 2002 to: Dr. Ira Ashcroft, Chair, Department of Languages & Literatures, 75 University Ave W., Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply; however, Canadian Citizens & Permanent Residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

LANGUES ET LITTÉRATURES

L'UNIVERSITÉ WILFRID LAURIER — Le département des langues et des littératures sollicite des candidatures à un poste de professeur(e) spécialisé(e) en littérature française du XXe siècle avec un intérêt attesté pour l'étude du roman moderne, la théorie littéraire et la culture française. La disponibilité de ce poste reste soumise à des considérations d'ordre budgétaire. Exigences: doctorat; expérience de l'enseignement du français langue seconde; excellente connaissance de la langue et de la culture française, dossier de publications et dossier pédagogique, aptitude au travail en équipe, l'utilisation des nouvelles technologies de l'information et de la communication seront un atout supplémentaire. Date d'entrée en fonction: le 1er juillet 2002. Les candidat(e)s doivent faire parvenir leur lettre de candidature, leur curriculum vitae, leurs publications les plus récentes et leur dossier pédagogique ainsi que trois lettres de recommandation confidentielles à: Mme Ira Ashcroft, Directrice, département des langues et des littératures Wilfrid Laurier University, 75 University Ave West, Waterloo, Ontario, N2L 3C5, avant le 28 février 2002. Conformément à la loi en matière d'immigration, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résidents permanents du Canada. L'Université Wilfrid Laurier respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles et de personnes handicapées, ainsi que toute autre personne pouvant contribuer à la diversification des idées.

LAW

THE UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Law invites applications for a full time tenure-track appointment in the area of Dispute Resolution, commencing July 1, 2002. The successful candidate will have a proven track record as an excellent researcher and teacher, a strong scholarly record in the Dispute Resolution area, and the ability to play a leadership role in continuing to develop the Faculty's research and teaching strengths in that area. The Faculty's understanding of Dispute Resolution is broad, and includes negotiation, mediation, arbitration, healing circles, restorative justice, etc. Preference will be given to candidates who offer strength in this cross-cultural dimensions of Dispute Resolution, and who offer teaching and research expertise in other areas of law related to Dispute Resolution. The position will be filled at a rank and salary commensurate with the successful candidate's qualifications, and is subject to budgetary approval. The Faculty of Law at UBC offers a rich and varied program of instruction in all areas of legal studies to a large and diverse group of law students at both the undergraduate and graduate level. Our faculty members are committed to encouraging students to develop creative and effective approaches to legal analysis and problem-solving. Our faculty members are also excellent researchers, contributing to the Faculty's nationally and internationally acclaimed record of research and scholarship. Accordingly, the successful candidate will demonstrate a commitment to contributing to excellence in teaching and research at one of Canada's premier law schools. Applications and curricula vitae, together with the names and contact information of three referees, should be forwarded no later than January 15, 2002 to: Robin Elliot, Co-secretary, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C., Canada V6T 1Z1, Fax: (604) 822-8108, Tel: (604) 822-4232, e-mail: elliot@law.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian immigration regulations; this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY — Subject to budgetary approval, Carleton University, Department of Law, Faculty of Public Affairs and Management, invites applications for two tenure track appointments at the rank of Assistant Professor, commencing July 1, 2002. Candidates should normally hold a doctoral degree in law, legal studies or a related discipline. One of the positions will be filled by a candidate with teaching and research interests in criminal law and justice. The Department encourages applicants in any area of legal studies for the second position, but particularly encourages applicants with research and teaching interests in the areas of law and globalization, economic analysis of law, or feminist legal studies. The Department offers a B.A. in Law, and an M.A. in Legal Studies. It is a participating unit in new undergraduate programs in Public Affairs and Management, Human Rights, and Criminology and Criminal Justice. The unit is committed to research in legal studies, and a demonstrable interest in teaching and scholarship from an interdisciplinary and policy perspective is a distinct advantage. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants are requested, by December 31st, 2001, to forward a letter of application, their curriculum vitae, a summary of teaching experience, and detailed contact information for three referees to: Professor Michael Mac Neil, Chair, Department of Law, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, email: michael_macneil@carleton.ca

LIBRARY & INFORMATION SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies (FIMS) invites applications for a full-time, probationary appointment (tenure track) at the rank of Assistant Professor to begin July 1, 2002. Up to two appointments may be made. Candidates must have a PhD completed or nearing completion in Library and Information Science or related area and show evidence of strong research potential and excellence in teaching. Professional experience as a librarian or information manager in a traditional or non-traditional setting is an asset. The normal teaching workload in FIMS is four half courses per academic year. The successful candidate will demonstrate the ability to contribute to the Masters and PhD programs in Library and Information Science, with expertise in one or more of the following areas: organization of information or cataloguing, management, archives, digital libraries and health informatics. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprised of over 30 full-time faculty members and about 15 non-academic staff. It currently offers an undergraduate program in Media, Information, and Technoculture with an enrolment of 550 students as well as an M.A. in Journalism and a Master's and doctoral program in Library and Information Science, with a combined graduate enrolment of 210 students. A new graduate program in Media Studies is under development. Information about the Faculty and descriptions of our courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, and copies of their scholarly work by January 15, 2002 to: Dr. Catherine Ross, Acting Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON, Canada N6A 5B7. Phone: 519-661-3542, Fax: 519-661-3506. The position is subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

LINGUISTICS

THE UNIVERSITY OF LETHBRIDGE — The Department of Modern Languages invites applications for an Assistant Professor position: one-year term beginning 1 July 2002, subject to budgetary approval. A PhD in Linguistics is required, as is some experience teaching Linguistics at the post-secondary level. The successful applicant will teach introductory and intermediate courses in Linguistics and Sociolinguistics, and will be expected to offer upper-level courses in his or her area of specialization. Knowledge of one or more of the languages taught in the Department of Modern Languages (French, German, Japanese, Spanish) would be an asset. A strong commitment to and appropriate record of scholarship and original research are required. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, with a view of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Barbara Dickinson, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2560, Fax (403) 329-5187, or e-mail: louise.shannon@uleth.ca. The closing date for applications is January 31, 2002.

LIBRARY & INFORMATION SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Linguistics invites applications for a Canada Research Chair in Speech and Cognitive Sciences at the rank of Full Professor, to begin as early as July 1, 2002. UBC research in speech-related areas spans the faculties of Arts, Applied Science, Medicine, Science and Dentistry (including the units of Linguistics, Electrical & Computer Engineering, Psychology, Audiology & Speech Sciences, Computer Science, and the Institute of Hearing Accessibility Research, the Brain Research Centre, and the Institute for Computing, Information and Cognitive Systems). Interdisciplinary collaborations integrating these areas have been at the focal point of major funding organisations and also feed directly into high-priority teaching areas such as the new Cognitive Systems program at UBC. As part of these initiatives, we are seeking a world-class senior researcher who has attained international recognition as a leader in the investigation and modeling of speech production and/or perception. Possible areas of expertise include modelling human speech cognition, human-computer interface, multi-modal (audio/visual) integration in speech processing, and speech production and perception. This individual will be based in the Department of Linguistics (with additional affiliations in one or more of the above-listed units). Candidates should hold a PhD in Linguistics, and should also demonstrate strong ties to one or more of the above disciplines. In addition to a strong commitment to research, this position will involve teaching courses in linguistics at the graduate and undergraduate levels. This position is subject to final budgetary approval. Please send a cover letter, curriculum vitae, a description of your current research plans, representative samples of published or unpublished work, teaching evaluations (if available) and any additional supporting documents to the address below before January 1, 2002. In addition, applicants should arrange for at least three letters of recommendation to be sent under separate cover to Dr. Douglas Pulleyblank, Head, Department of Linguistics, E270-1866 Main Mall, University of British Columbia, Vancouver, British Columbia, Canada V6T 1Z1, Email: Douglas.Pulleyblank@UBC.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

MANAGEMENT

McGILL UNIVERSITY — Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, General Management, Information Systems, Management Science/Operations Management), Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 65 full-time faculty and offers B. Com., MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas for the Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

DALHOUSIE UNIVERSITY — Henson College of Public Affairs and Continuing Education is seeking an experienced and competent leader to direct the Certificate in Police Leadership Program (CPL). The CPL is a program of management education offered by distance education to members of the criminal justice system across Canada. The market currently includes federal, provincial, and municipal police services, as well as First Nations police, campus police and industrial security services. The Director will be responsible for positioning this program to meet the future management and professional development needs of the police community, and developing new educational and professional development services to meet the rapidly changing requirements of the Canadian criminal justice community. The Director will be expected to work closely with a broad range of police organizations and educational institutions. Aside from involvement in the Police Leadership Program, the Director will be expected to make major contributions towards other initiatives on public management education. This includes several current projects that are in the development phase. Participation in these projects will depend on the interests and the abilities of the candidate and the needs of the College. Candidates should have at least five years of demonstrated success in designing, developing and delivering educational programs and courses for continuing and/or distance education. Candidates must have knowledge of curriculum and instructional design principles of adult learning, and strong skills in business development and marketing of commercial education. Knowledge of computer-assisted learning would be an asset. The successful candidate should have links with the police community and possess at least a Master's degree in management studies, law, criminology, adult education or equivalent. This is a two-year renewable position. It is anticipated that the initial appointment will be at the rank of Assistant or Associate Professor. Further information on the Police Leadership Program can be found at www.dal.ca/~henson/police/indexcpl.html. Interested applicants should apply as soon as possible. No applications will be accepted after January 15, 2002. Applications with a detailed curriculum vitae and the names, addresses and telephone numbers of three references should be forwarded to the attention of: Professor Andrew Cochrane, Acting Dean, Henson College, Dalhousie University, 6100 University Avenue, Halifax, NS B3H 3J5. In accordance with Canadian immigration requirements, this e-mail is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

THE UNIVERSITY OF CALGARY — The Faculty of Management is seeking a distinguished scholar from academia or industry with an international reputation for research in any of the following areas: Management of the Enterprise; Corporate Strategy; Strategic Leadership and Corporate Governance; Competitive Analysis; Industrial Organization. Candidates must have a PhD degree, an outstanding research record in pinnacle academic journals, and proven ability to work effectively with colleagues and graduate students to build a strong research culture. High motivation for teaching at both graduate and undergraduate levels is also a

La Faculté des arts et des sciences sollicite des candidatures pour :

- quatre postes de professeure ou professeur au rang d'adjoint au Département d'anthropologie. Le premier en archéologie préhistorique de l'Ancien Monde, le second en archéologie préhistorique de l'Est de l'Amérique du Nord, le troisième en anthropologie économique et le quatrième, en ethnologie de la situation contemporaine des Autochtones du Canada ;
- des postes de professeure ou professeur au Département de communication, parmi les domaines suivants : pratiques de communication interne des organisations, conception et analyse des systèmes d'information, communication mondialisée et communication politique ;
- deux postes de professeure ou professeur au rang d'adjoint au Département d'informatique et de recherche opérationnelle, parmi les domaines suivants : systèmes matériel-logiciel, génie logiciel, téléinformatique et systèmes distribués, langage de programmation et traitement parallèle ;
- pour un poste de professeure ou professeur au rang d'adjoint au Département de linguistique et de traduction, dans le domaine de la traduction du français vers l'anglais ;
- pour un poste de professeure ou professeur au rang de titulaire au Département de mathématiques et de statistique, dans le domaine de la théorie analytique des nombres, dans le cadre du concours des *Chaires (senior) de recherche du Canada* ;
- pour deux postes de professeure ou professeur au Département de science politique, l'un dans le domaine des relations internationales et l'autre, au rang d'adjoint, dans le domaine de l'administration et des politiques publiques ou dans le domaine de la représentation politique et démocratie ;
- pour un poste de professeure ou professeur au rang de titulaire au Département de sociologie, et au Département de démographie dans le domaine des statistiques sociales, dans le cadre du concours des *Chaires (senior) de recherche du Canada* ;
- pour deux postes de professeure ou professeur au rang d'adjoint au Département de sociologie, l'un dans le domaine de la théorie sociologique et l'autre, parmi les domaines suivants : statistiques sociales, sociologie de la culture, ou sociologie de la santé.

Pour de plus amples informations, veuillez consulter notre site Web : www.fas.umontreal.ca

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et à aux résidents permanents. L'Université soutient à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

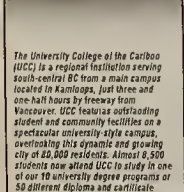
www.umontreal.ca

Université de Montréal

UCC
THE TOTAL EXPERIENCE

KAMLOOPS, BRITISH COLUMBIA

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.



As both an undergraduate university and a two-year college, the University College of the Cariboo is a dynamic and growing institution committed to offering a comprehensive range of programs, which prepare students for life and work in the 21st century. UCC is also committed to the integration of learning, teaching, scholarship and research. We are currently inviting applications for the following positions.

Dean, School of Business

Reporting to the Vice-President, Academic, the successful candidate will provide academic leadership that contributes to the ongoing development of the School, and promotes academic and community partnerships to meet changing needs and challenges.

Working collaboratively with colleagues, students, the community, and government ministries, the Dean, School of Business will be expected to lead the achievement of institutional, school and program goals within the unique and exciting context of a comprehensive institution.

Connecting programs through "laddering" and providing work transition opportunities for students are fundamental concepts in the comprehensive approach to education at UCC today. So too is the integration of learning, teaching, scholarship and research.

The School of Business embraces this comprehensive approach with a range of programs, including a Bachelor of Business Administration degree with nine concentrations or Majors, and a recently developed Post-baccalaureate program that expands the scope of business education.

The School also offers two-year diplomas in Accounting and Business Management, and six different certificate programs in Accounting, Business and Applied Business Technologies. In support of the institutional strategic plan, the School of Business seeks leadership to expand program laddering and develop new program options. The successful candidate will provide that leadership in working with the school's department chairs and faculty to articulate a vision for the ongoing development of curriculum and programs, and in establishing links with business and industry at all levels in support of that vision.

Relevant experience with the types of programs and disciplines in the UCC School of Business, knowledge and commitment to the comprehensive university-college concept, a minimum of five years of relevant administrative experience, and demonstrated excellence in teaching and research are among the required qualifications. Candidates are likely to have a Ph.D. in a relevant field, although consideration will also be given to exceptional candidates with a relevant Master's degree, significant post-secondary experience, and strong links to the business community.

Dean, School of Education

Reporting to the Vice-President, Academic, the successful candidate will provide leadership in working with the school's department chairs and faculty to articulate a vision for the ongoing development of curriculum and programs to meet the changing needs and challenges of professional practice, and to provide strong representation for students, faculty and programs in the school.

Working collaboratively with colleagues, students, school districts, community, directors of other education programs and government ministries, the Dean, School of Education is expected to lead the achievement of institutional, school and program goals within the unique and exciting context of a comprehensive institution.

The School of Education embraces this comprehensive approach with a range of programs that includes a Bachelor of Education - Elementary degree, and diploma and certificate program options in Early Childhood Education.

In support of the institutional strategic plan, the School of Education seeks an individual to assume a leadership role in education in Kamloops and the university-college region, and at both the provincial and national levels.

Candidates are expected to have a Ph.D. or Ed.D. in a relevant field, with an established record of and demonstrated commitment to scholarly activity. Five years of relevant administrative experience, including experience in establishing collaborative relationships, proven interpersonal, supervisory and public relations skills, and experience in program planning, preparing proposals and administering budgets are also expected.

A detailed listing of qualifications and other important information with respect to these opportunities is available on the UCC Website: www.cariboo.bc.ca/hr/job.htm

THE UNIVERSITY COLLEGE OF THE CARIBOO

requirement. The successful applicant will join a Faculty of 85 full time academics of whom eleven are chaired professors. This high level of scholarship is supported by the Faculty's successful Delivering Results Campaign. Chairs at the Faculty of Management are backed by major endowments and normally receive reduced teaching loads as well as other significant forms of support. The Faculty of Management is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Faculty of Management is one of only seven Canadian business schools to gain accreditation from the AACSB International. It has strategic partnerships with 30 top business schools around the world. Over 2,500 full and part-time students are currently enrolled in the Faculty of Management's degree programs. In addition to BComm and MBA programs, the Faculty has over 40 students in a PhD program and 20 students in a thesis-based MBA program. For more information about the Faculty, visit www.ucalgary.ca/mg. Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round and has a surprisingly mild winter period. Applicants should send a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent to: David M. Saunders, PhD Dean, Faculty of Management, University of Calgary, 2500 University Drive N.W., Calgary, AB Canada T2N 1N4, Fax: (403) 284-7922, E-mail: dsaunders@mgmt.ucalgary.ca. All applications received before January 31, 2002 will receive full consideration. This competition will remain open until a qualified applicant has been chosen. Applications are encouraged from Canadians, permanent residents of Canada, and non-Canadians. The University of Calgary respects, appreciates and encourages diversity. To see all our academic career opportunities, please visit www.ucalgary.ca/hr/career

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF TORONTO AT MISSISSAUGA and the Joseph L. Rotman School of Management has established a Chair in the Management of Technology. The Chair will also be a member of the Joseph L. Rotman School of Management at the University of Toronto. The Chair will be expected to play an active role in the development of initiatives and research in the area of management and information technology. The successful candidate will be a leader in research in the management of technology. The Chair will develop new programs designed to teach students how to manage technology-based organization, preparing them for management positions in the IT, Biotechnology and Engineering Technology sectors. The Chair will also assemble a team to assist him/her in conducting research in the field, and will establish linkages with local and national organizations, helping to build a critical mass of knowledge about the management of technology at the University of Toronto at Mississauga. The University of Toronto at Mississauga is located 37 kilometres from the downtown campus of the University of Toronto. It is home to 6,500 students and 180 faculty but is expecting to grow by 50 percent over the next six years. The Chair will be a member of the Management Group and is expected to work with faculty in the Social Sciences. The Management Group offers innovative programs at the undergraduate and graduate level and provides support for the recently established Masters in Biotechnology program. The Chair will be expected to be actively involved in the development of new undergraduate and graduate courses as well as a proposed Masters degree in the field. The Chair will also be involved in the new Communication, Culture, and Information Technology program (C.C.I.T.). The University of Toronto at Mississauga invites applications from highly qualified individuals for this tenure track/tenured senior position starting July 1, 2002. Candidates must have a PhD in a related discipline, an outstanding research record, and demonstrated expertise in an appropriate area relating to the Management of Technology. In addition, the candidate will have demonstrated excellence in teaching at a variety of levels including executive teaching. Excellent academic credentials, superior teaching qualifications, and the ability to build an active research team in this area will be major factors in the selection of this Chair. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. The deadline for submission of applications is February 28, 2002. For more information about UTM and the Management Group, please visit http://www.utm.utoronto.ca and http://www.erin.utoronto.ca/~w3manag/. Applications should include a Curriculum Vitae and evidence of excellence in research and teaching. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario Canada L5L 1C6.

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between May 1, 2002 and September 1, 2002. We are seeking an individual with a PhD in a social science or management discipline who has an interdisciplinary interest in teaching, research and graduate supervision in subjects dealing with models in organizations where technology plays an important role. The Applicant's research interests should be compatible with those of the present faculty, which range from behavioural and technical information systems, to applied operations research to management of technology. The Department offers an undergraduate Management Sciences option to undergraduate engineers, and in addition to its regular full time MASc and PhD programs, offers a part-time Management of Technology MASc. program, MOT@DISTANCE. This innovative program is intended primarily for engineers and scientists who deal with technology management in their workplace. Delivery is by enhanced distance learning, with optional tutorials delivered via the Internet. Interest or experience with online education will be an asset to Applicants. For more information about MOT@DISTANCE, consult http://motdinfo.uwaterloo.ca/ and for more general information about the department, consult http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be competitive and commensuate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@uwaterloo.ca, fax: 519-746-7252).

MATHEMATICAL & STATISTICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Mathematical and Statistical Sciences invites applications for a tenure track position in Classical Analysis. The appointment will be at the Assistant Professor level and will commence on or before July 1, 2002. We are looking for a person with a PhD, a strong record of outstanding potential for research, excellent communication and teaching skills and leadership potential. The successful candidate must have a commitment to undergraduate and graduate education. Preferences will be given to an individual whose research interests promote contact with other university researchers and/or industry. We are particularly interested in areas of approximation theory, classical Fourier analysis, applied harmonic analysis, real analysis, and related inequalities and function spaces. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae, a research plan and teaching dossier. Candidates should arrange for at least three confidential letters of reference to be sent to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. The closing date for applications is January 15, 2002. For more information about the Department and our University, please see our web page: www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Mathematical and Statistical Sciences invites applications for the position of Faculty Lecturer. This is a two-year position, with the possibility of reappointment, and will commence on or before July 1, 2002. The duties normally consist of teaching three undergraduate courses in Statistics and/or Mathematics in each Fall and Winter Term, and two courses in Intersession. Preference will be given to applicants with experience in teaching Statistics. Requirements are a PhD or MSc in Statistics, Mathematics, or a related discipline, and experience in teaching undergraduate courses in Statistics and/or Mathematics. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae, a teaching profile outlining experience and/or interests, and the names of three references. Applications should be sent to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. The closing date for applications is February 1, 2002. For more information about the Department and our University, please see our web page: www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICS

YORK UNIVERSITY — Atkinson Faculty of Liberal and Professional Studies, School of Analytic Studies and Information Technology (SASIT), Mathematics Program. Applications are invited for a contractual limited position at the assistant professor level in mathematics or statistics starting July 1, 2002, subject to budgetary approval. Candidates should have a PhD in mathematics or statistics, have experience in teaching mathematics or statistics courses. Duties for this position include teaching a broad range of courses in the Mathematics Program, research, and committee service. Salary will be commensurate with qualifications and experience. Applications should include: a letter of application indicating citizenship/resident status, a curriculum vitae and recent research papers; a statement of teaching and research interests, and any other supporting teaching and research documentation. Applicants should arrange for 3 letters of reference to be forwarded directly by referees. All application correspondence should be sent to: Professor Augustine Wong, Director of Mathematics Program, SASIT, Atkinson Bldg, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. The deadline for applications is January 31, 2002. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. persons who are members of one or more of those three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residence will be considered first for this position.

SIMON FRASER UNIVERSITY — The Department of Mathematics has an entry-level position for a full-time lecturer to support its instructional program starting September 2002. Duties include teaching eight courses per year (most of them with large classes), or the equivalent from among the following activities: teaching, undergraduate advising, coordinating departmental workshops, assisting in curriculum development and the introduction of technology, high school liason and student recruitment. The successful candidate will be expected to be actively involved in the life of the department, including service on committees. Applicants should have at least a master's degree in mathematics or applied mathematics, have their primary interest in teaching mathematics at the undergraduate level, and have demonstrated excellence in teaching. They must also have a knowledge of current technology and its use in teaching mathematics. Starting salary is in the range $47,836 to $54,669 per annum (plus benefits), depending on experience and qualifications. Simon Fraser provides one paid semester free of teaching duties every nine semesters to allow a chance for professional development. In addition lecturers are eligible for a year of paid study leave after six years of successful employment. Applicants should

McGill

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,0000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of non-academic staff.

Assistant Professor (Social Work)

The McGill School of Social Work invites applications for an Assistant Professor, tenure-track position in Social Work to advance research and practice in the area of families, and family and social policy.

The School has undergraduate (BSW) and graduate (MSW, Joint LLB/MSW) programs, as well as a bilingual PhD program in conjunction with Université de Montréal, an interdisciplinary PhD program and certificate programs in Northern and in Aboriginal Social Work. The curriculum embraces practice, administration, policy, and research in a wide range of specialties. The multicultural character of the School's milieu is emphasized throughout. Located within the School is the Centre for Applied Family Studies, an endowed research centre; three clinics offering services in family violence, marriage and family counseling, loss and bereavement, a gay, lesbian & bi-sexual initiative and an employee assistance program. McGill University offers exceptional support for a wide range of local, national and international research activities. Please visit our website at www.arts.mcgill.ca/programs/socialwork.

Located in the heart of Montreal, McGill is a central part of the city's splendid ambiance. Faculty and students enjoy diverse people, languages, neighborhoods, cuisines, entertainment, sports, shops and festivals that are the Montreal experience. McGill offers an interesting mix of peoples and cultures within a stimulating productive environment. Canadian and International students are drawn to the city's charm and to the University's international reputation for scholarship, research and resources.

Candidates should have a PhD or DSW, experience in teaching and scholarly publications. Facility in French is an asset. Visible minorities are encouraged to apply.

Direct inquiries to:

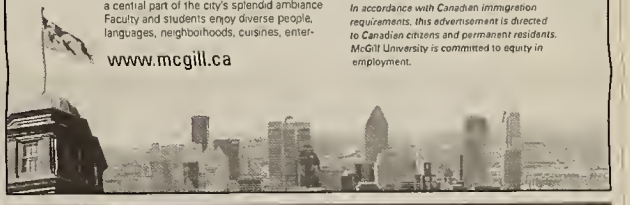
Dr. William Rowe, Director
McGill University, School of Social Work
3506 University Street
Montreal, Quebec H3A 2A7

Fax 514-398-4760
Tel. 514-398-7068

Interested candidates should forward their letter of application, C.V., a sample of their recent scholarship, and names of three referees by **December 15th, 2001**. The review process will continue until the position is filled.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

www.mcgill.ca



Director, Course Materials Production

Athabasca University, Canada's Open University™, invites applications for the Director, Course Materials Production.

Enjoy country living while working at one of Canada's fastest growing universities. Athabasca University is located in the Town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton. It specializes in distance education and delivers courses to approximately 25,000 students per year.

Reporting to the Vice-President Student Services, the position is primarily responsible for management of the complete course materials production process including the following functions: planning the future vision in relation to course material production process, printing, audio/video/print production, production scheduling, binding, course materials acquisition, and inventory and warehouse control.

The successful candidate will have a minimum of fourteen years applicable post secondary education and/or related experience, which ideally would equate to an applicable university degree in business administration and/or educational technology and a minimum of 10 years management experience. Professional designation in Materials Management would be helpful. Must have experience in resource allocation and organizational planning and experience in management of computerized systems and technology. Experience with the publishing industry, knowledge of digitized materials and familiarity with e-book developments would be an asset. Excellent interpersonal and communication skills are essential.

This is an excluded management appointment with a salary range of $71,811 to $92,070 per annum supplemented by a generous benefits package.

Further information may be obtained from Judith Hughes, Vice-President Student Services, at (780) 675-6447 or by e-mail judithh@athabascau.ca.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under represented in universities.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, including a résumé, and the names and addresses of three referees, by **December 17, 2001**; by mail to: **Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by e-mail to resume@athabascau.ca; or by fax to (780) 675-6135.**

Athabasca University
Canada's Open University™

Brock University
Careers begin here!

Assistant/Associate Professor Managment Information Systems

Brock University invites applications for a probationary tenure track position in Management Information Systems. The position starts July 1, 2002.

Description: Full-time, probationary tenure-track, at the Assistant or Associate Professor level, dependent upon qualifications. Consideration at the Full Professor level will be given in exceptional circumstances. The position is subject to final budgetary approval.

Qualifications: Qualifications include a PhD or equivalent (completed or near completion) in Management Information Systems or related areas. Duties include teaching and research in Management Information Systems, Database Management and or Decision Support Systems courses at the undergraduate and graduate level. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority.

Application Procedure: Applications are accepted until the position is filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to:

Dr. Eli Levanoni, Chair
Department of Management, Marketing and Human Resources
Faculty of Business, Brock University
St. Catharines, ON Canada L2S 3A1

E-mail: (preferred) elevanon@spartan.ac.brocku.ca
Website: www.brocku.ca

The Faculty of Business consists of two departments, the Department of Accounting and Finance and the department of Management, Marketing & Human Resources. The Faculty of Business, which has approximately 50 full-time members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, both with a co-op option, as well as a Master of Accountancy with specialized courses in Finance. In addition, plans are in process to introduce an MBA in 2002 and the Faculty of Business is in the candidacy stage of AACSB accreditation.

Area: Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities.

Salary: Competitive and commensurate with qualifications.

submit a curriculum vitae, together with their teaching dossier, and ask three individuals familiar with their teaching abilities to send their comments to Lecturer Search mathlecturersearch@math.sfu.ca. Department of Mathematics, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Only short-listed candidates will be notified of the outcome of their application. Closing date: February 15, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Simon Fraser University is an equal opportunity employer and encourages applications from women and minorities.

BROCK UNIVERSITY — The Department of Mathematics invites applications for a probationary tenure-track position at the Assistant Professor level in an area of Statistics. The position is subject to budgetary approval and is to begin July 1, 2002. The successful candidate must have completed a PhD and have demonstrated ability or potential for excellence in research and teaching. The Department of Mathematics is committed to active research and has recently developed a truly unique and innovative undergraduate program, called MICA, which fully integrates computers into the learning and application of mathematics. Statistics is an essential part of this new MICA program. The ideal candidate will have computer expertise, a strong interest in using technology in the classroom, a willingness to be involved with service courses, experience in applying statistics, and a research program likely to attract external funding. Interested applicants should send a letter of application, a curriculum vitae, and the names and addresses of at least three references to: Professor Jan Vrbik, Chair, Statistics Search Committee, Department of Mathematics, Brock University, St. Catharines, ON Canada L2S 3A1, Email: jvrbik@abacus.ac.brocku.ca. To expedite the processing of applications, candidates should arrange for letters of reference to be sent directly from the referees. At least one reference should comment on the teaching abilities of the candidate. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University encourages applications from all qualified individuals, including women, members of minorities, native peoples and persons with disabilities. Brock University is located in the heart of the beautiful wine producing region of Niagara and is close to many distinguished centres of academic excellence. More information on Brock University can be found on the University's website at www.brocku.ca. Review of applications will begin on January 15, 2002 and will continue until the position is filled.

BROCK UNIVERSITY — The Department of Mathematics invites applications for a probationary tenure-track position at the Assistant Professor level in Discrete Mathematics or a related area. Applicants from other areas of mathematics that intersect with computer science will also be considered. The position is subject to budgetary approval and is to begin July 1, 2002. The successful candidate must have completed a PhD and have demonstrated ability or potential for excellence in research and teaching. The Department of Mathematics is committed to active research and has recently developed a truly unique and innovative undergraduate program, called MICA, which fully integrates computers into the learning and application of mathematics. The ideal candidate will have computer and programming expertise, a strong interest in using technology in the classroom, a willingness to be involved with mathematics courses for computer science students, and a research program likely to attract external funding. Interested applicants should send a letter of application, a curriculum vitae, and the names and addresses of at least three references to: Professor C. F. Laywine, Chair, Discrete Mathematics Search Committee, Department of Mathematics, Brock University, St. Catharines, ON, Canada L2S 3A1, Email: claywine@spartan.ac.brocku.ca. To expedite the processing of applications, candidates should arrange for letters of reference to be sent directly from the referees. At least one reference should comment on the teaching abilities of the candidate. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University encourages applications from all qualified individuals, including women, members of minorities, native peoples and persons with disabilities. Brock University is located in the heart of the beautiful wine producing region of Niagara and is close to many distinguished centres of academic excellence. More information on Brock University can be found on the University's website at www.brocku.ca. Review of applications will begin on January 15, 2002 and will continue until the position is filled.

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Optum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Review of applications will begin on December 1, 2001, and will continue until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization invites applications for one or more tenure-track faculty positions, in any area of combinatorics and optimization, but especially in cryptography or quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for positions at other ranks will be considered. A PhD and significant evidence of ability in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Successful candidates in cryptography or quantum computing will participate in the Centre for Applied Cryptographic Research or a proposed Institute for Quantum Computation at the University of Waterloo. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2002. These appointments are subject to the availability of funds. Canadians and permanent residents will be considered first for these positions. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, selected reprints/ preprints and the names of three references to: Prof. W.H. Cunningham, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. E-mail: combopt@ math.uwaterloo.ca. Phone (519) 888-4567 x3482, Fax: (519) 725-5441, Web: http://www.math.uwaterloo.ca/CandO_Dept/homepage.html. Closing date for receipt of applications is December 15, 2001.

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization invites applications for a three-year definite term faculty position as Research Assistant Professor in the area of quantum computation or quantum cryptography. The main responsibility will be research, and there will also be the possibility of supervising graduate students and teaching up to two one-semester courses per year. The appointment is in the Department of Combinatorics and Optimization. The successful candidate will be joining the Institute for Quantum Computing (IQC-a growing research and training centre in theoretical and experimental quantum information processing). Information about IQC personnel and activities can be found at http://www.iqc.ca. There will also be the possibility of cross-appointment in the CACR (a substantial research and training centre in applied cryptography, http://www.cacr.math.uwaterloo.ca) or the Perimeter Institute for Theoretical Physics (http://www.perimeterinstitute.ca). Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2002, unless arranged otherwise. The appointment is subject to availability of funds. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, selected reprints/preprints, and the names of three references to: Quantum Computing Research Position, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 E-mail: combopt@math.uwaterloo.ca, Phone 519-888-4567 x3482, Fax 519-725-5441, Web Site: http://www.math.uwaterloo.ca/CandO_Dept/homepage.html .Closing date for receipt of applications is February 11, 2002

MATHEMATICS & STATISTICS

THE UNIVERSITY OF OTTAWA — The Department of Mathematics and Statistics invites applications of recent PhDs for a tenure-track position at the Assistant Professor level starting July 1, 2002. Applications in all areas of mathematics and statistics will be considered. Applications received for the two already advertised positions will also be considered for this position. Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to Erhard Neher, Chairman, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON Canada, K1N 6N5. Applicants are also encouraged to include up to three copies of their most significant publications. The closing date for receipt for applications is January 15, 2002. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first for these positions. Information about the department can be found at hyperlink http://www.science.uottawa.ca/mathstat

McMASTER UNIVERSITY — The Department of Mathematics & Statistics invites applications for a tenured faculty position in Mathematics at the rank of Associate Professor or Professor, with anticipated starting date July 1, 2002. The successful candidate should be internationally recognized for his or her fundamental contributions to research in a major area of Algebraic Geometry or Number Theory, be actively engaged in significant research projects, and have demonstrated excellence in teaching. Research areas of particular interest to the Department include Arithmetic Algebraic Geometry, Algebraic Number Theory and related areas. Information on the Department may be found at the website http://www.science.mcmaster.ca/MathStat/Dept.html. For an appointment at the level of Professor of Mathematics the successful candidate should have attracted substantial research grant support and demonstrated leadership in organizing research efforts through the supervision of graduate students and postdoctoral researchers. The salary and rank will be based on qualifications and experience. McMaster is committed to Employment Equity and

OKANAGAN UNIVERSITY COLLEGE

Tenure-track

Assistant Professor Positions

Your professional future may lie with one of Canada's most dynamic university colleges, located in British Columbia's Okanagan Valley.

OUC is currently seeking assistant professors for tenure-track positions in a variety of disciplines. Applicants will aspire to be exceptional teachers and accomplished scholars and researchers, and will want to pursue their academic careers within a primarily undergraduate environment.

Applications are encouraged from recent doctoral graduates, and, where appropriate, appointments at the Lecturer rank will be considered for candidates close to completion of their doctoral thesis.

Centered in Kelowna, and with major campuses in Penticton, Vernon and Salmon Arm, OUC serves the educational needs of more than 350,000 people in the Okanagan region and attracts students from across Canada and around the world.

We enroll about 7,000 students annually in a variety of degree and non-degree programs, and we have earned a reputation for excellence in programming and a vibrant and growing research profile.

OUC expects tenure-track position openings in the following disciplines, subject to final budgetary approval:

- **FACULTY OF ARTS**

French (one position) – Ph.D. or equivalent in French, preferably with a specialization in Women's Literature and/or translation.
English (one position) – Ph.D. or equivalent in English.

- **FACULTY OF HEALTH AND SOCIAL DEVELOPMENT**

Nursing (three positions) – applicants should have expertise in nursing care of clients experiencing acute and/or chronic health challenges.

- **FACULTY OF EDUCATION**

Elementary Science Education (one position) – Ph.D. or equivalent in Education

- **FACULTY OF ENGINEERING TECHNOLOGIES**

Network and Telecommunications Engineering Technology (two positions)
Water Quality Technology (one position)
Appropriate industrial work experience is required for these positions.

- **LIBRARIAN II**

Librarian in Charge of Cataloguing (one position)
MLiS degree required.

For details on each position, including application instructions, visit the OUC website (link to Employment) at the address given below.

OUC is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents) of Canada.

www.ouc.bc.ca

Okanagan University College

Renison COLLEGE

Director of Social Work

Renison College is seeking a Director of Social Work effective September 1, 2002 and invites applications from experienced academics at the associate or full professor level to provide effective leadership to this growing, vigorous programme. Renison College is an affiliated liberal arts college of the University of Waterloo committed to excellence in undergraduate teaching, research and scholarship. The College offers an Honours Bachelor of Social Work programme accredited by the Canadian Association of Schools of Social Work. The goal of this programme is to graduate social workers with a generalist orientation to practice with disadvantaged people within the Canadian context, as well as within the social, cultural and demographic context primarily served by the College.

Applicants for this senior faculty position should possess a DSW or PhD in Social Work, or its equivalent, and hold membership in or be eligible for membership in the Ontario College of Social Workers and Social Service Workers. They should have an outstanding record of scholarly research and publications, administrative experience and accomplishment in teaching. The abilities to teach courses in direct practice, and to initiate community partnered research projects would be an asset. Preference may be given to applicants with expertise in generalist social work education at the Bachelor of Social Work level.

Applications including a curriculum vitae, a statement of research interests, and documentation of teaching and administrative experience should be forwarded to **Dr. Gail Cuthbert Brandt, Principal and Vice-Chancellor, Renison College, Westmount Rd. N., Waterloo, Ontario, N2L 3G4.** The closing date for applications is **January 15, 2002.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Renison College encourages applications from all qualified women and men, and Aboriginal peoples including members of visible minorities and persons with disabilities.

University of Prince Edward Island
Dean of Arts

The University of Prince Edward Island seeks candidates for the position of *Dean of Arts*.

The successful candidate will:

- have an established scholarly and research record and demonstrated excellence in academic leadership,
- lead in the enhancement of teaching excellence at UPEI,
- play a leadership role in mentoring and developing research within the Faculty of Arts and contribute to the research culture within the University,
- demonstrate innovative leadership in a student-centred, dynamic environment,
- possess well-developed interpersonal skills essential in maintaining and initiating collaborations within and outside the University,
- and serve as a member of the University's senior management team, reporting directly to the President.

Candidates should submit a letter of application, c.v., and names and contact coordinates of three referees to: The President, University of Prince Edward Island, 550 University Avenue Charlottetown, PE, Canada, C1A 4P3, fax: 902 628 4311, e-mail: president@upei.ca

Applications will be received until January 11, 2002, with an expected starting date of July 1, 2002.

For more information about UPEI and its Faculty of Arts, visit our academic openings Web page: **www.upei.ca/~humanres**

encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be considered first for this position. Applications, including curriculum vitae and three letters of reference, should be received before January 15, 2002 by M Valeriote, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

MCMASTER UNIVERSITY — The Department of Mathematics & Statistics invites applications for a tenure Canada Research Chair starting July 1, 2002. The Canada Research Chair Program is supported by the Government of Canada and was established to enable Canadian Universities to achieve the highest levels of research excellence. Information on the program may be found at http://www.chairs.gc.ca. Candidates should have a PhD, be identifiable as having the potential to lead their fields in research, and have demonstrated interest and ability in teaching. Appointments will be made in accordance with the University Strategic Plan. See our web page http://www.science.mcmaster.ca/Math/Stat/Dept.html for further information on the Department. The salary and rank will be based on qualifications and experience. Normally the appointment will be made at the tenure-track assistant or associate professor level, but tenure may be offered in exceptional circumstances. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Applications, including curriculum vitae and three letters of reference, should be received before January 15, 2002, by: M Valeriote, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada L8S 4K1.

McGILL UNIVERSITY — Nominations/applications from internationally established candidates in all areas of Pure and Applied Mathematics, and/or Statistics, are invited for a Canadian Research Chair. The appointment may be at the junior or senior level. For further details please contact: K.N. GowriSankaran, Chair, Dept. of Mathematics and Statistics, McGill University, 805 Sherbrooke West, Montreal, Quebec, Canada, H3A 2K6, e-mail: chair@math.mcgill.ca.

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in the Department of Mathematics and Statistics in the area of Actuarial Science commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date: January 25/02. Contact: Dr. Alan Gold, Interim Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253 3000, Ext. 3034; Fax: 519.971 3649 Email: gold1@uwindsor.ca.

MATHÉMATIQUES ET STATISTIQUE

L'UNIVERSITÉ D'OTTAWA — Le Département de mathématiques et de statistique de l'Université d'Ottawa invite en concours un poste de professeur adjoint menant à la permanence. Entrée en fonction: le 1er juillet 2002. Les candidat(e)s doivent avoir obtenu récemment leur doctorat. Toute demande, dans quelque domaine que ce soit en mathématiques ou en statistiques, sera prise en considération. Les demandes reçues pour les deux postes présentement ouverts seront aussi considérées pour ce concours. Les candidat(e)s doivent faire parvenir leur dossier de candidature au directeur du département, Erhard Neher, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5 au plus tard le 15 janvier 2002. Les dossiers doivent comprendre le curriculum vitae, le plan de recherche, quatre lettres de recommandation confidentielle dont une sur l'enseignement. Nous encourageons les candidat(e)s à joindre à leur dossier jusqu'à trois tirés à part de leurs contributions les plus importantes. Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents. Pour plus de renseignement voir hyperlink http://www.science.uottawa.ca/mathstat

MEDIA STUDIES

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies (FIMS) invite applications for a full-time, probationary appointment (tenure track) at the rank of Assistant Professor or Associate Professor to begin July 1, 2002. Up to two appointments may be made. Candidates must have a PhD completed or nearing completion in Media Studies, Communications or related area and show evidence of strong research potential and excellence in teaching. The normal teaching workload in FIMS is four half courses per academic year. The successful candidate will teach in the undergraduate program in Media, Information and Technoculture and eventually in the new graduate program in Media Studies. These interdisciplinary programs focus on questions that arise at the intersection of Information, Media, Technology and Culture. We are looking for faculty members who wish to take a creative role in the development of these innovative new interdisciplinary programs and who have expertise as follows. For one position, we are looking for candidates with expertise in popular music and/or digital music. For the second position, we are looking for candidates with expertise in one or more of the following: popular culture; television and video culture; socio-political analyses of media, legal issues related to media; or technoculture. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprised of more than 30 full-time faculty members and about 15 non-academic staff. It currently offers an undergraduate program in Media, Information, and Technoculture with an enrolment of 550 students as well as an M.A. in Journalism and a Master's and doctoral program in Library and Information Science, with a combined graduate enrolment of 210 students. A new graduate program in Media Studies is under development. Information about the Faculty and descriptions of our courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, copies of their scholarly writing, and a cover letter outlining their interest in the position by to: Dr. Catherine Ross, Acting Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON, Canada N6A 5B7, Phone: 519-661-3542; Fax: 519-661-3506. Applications will be accepted until the position is filled. The position is subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies (FIMS) invites applications for a full-time, probationary (tenure track) or tenured appointment at the rank of Associate or Full Professor to begin July 1, 2002. Rank will be commensurate with achievement and experience. The successful candidate will be the first Chairholder of the Jean Monty/BCE Chair in Media Studies. While this is a tenure track or tenured position that will continue beyond the term of the Chair, the appointment as Chairholder will be made for a period of five years. To fill this prestigious position, we are looking for an outstanding researcher and teacher who will play a key role in a new graduate program in Media Studies that examines questions at the intersection of Media, Technology and Culture. The field of study for the Media Studies program encompasses contemporary media in its many forms — including the publishing industry, the film and sound recording industries, radio and television broadcasting, telecommunications — and the technologies, institutions, and practices associated with these media. The Chairholder will be a catalyst for interdisciplinary teaching and research. Candidates must have a PhD in an area related to Media Studies or Communication and demonstrate evidence of leadership in research and excellence in teaching, including graduate teaching, in some area relevant to Media Studies. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprised of over 30 full-time faculty members and 15 non-academic staff. It currently offers an undergraduate program in Media, Information, and Technoculture with an enrolment of 550 students as well as an M.A. in Journalism and a Master's and doctoral program in Library and Information Science, with a combined graduate enrolment of 210 students. A new graduate program in Media Studies is under development. Information about the Faculty and descriptions of our courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, copies of their scholarly writing, and a cover letter outlining their interest in the position by January 15, 2002 to: Dr. Catherine Ross, Acting Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON, Canada N6A 5B7, Phone: 519-661-3542; Fax: 519-661-3506. The position is subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

MEDICINE

DALHOUSIE UNIVERSITY — The Faculty of Medicine is seeking to attract an individual eligible for nomination for a Tier II Canada Research Chair faculty position to join a multidisciplinary research group, the Dalhousie Inflammation Group (see www.dal.ca/dig). The Chair's research focus will complement our strengths in immunopathogenesis of inflammatory and autoimmune disorders, leukocyte activation in inflammation, leukocyte vascular interactions, or mechanisms of transplant rejection. The successful candidate will have an M.D. or a PhD in immunology, pathology or a related field and a proven record of research excellence. On approval the successful candidate will be offered a full-time tenured or tenure-track appointment at the level of an Assistant Professor or Associate Professor. Dalhousie is a leading Canadian research-oriented University, located in Halifax on the scenic Atlantic coast of Nova Scotia. Send CV, your five year research goals, and addresses of three references to: Dr. Thomas Issekutz (Chair, Search Committee), Dept. of Pediatrics, IWK Health Center, Halifax, NS, B3J 3G9,Canada. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

MICROBIOLOGY

THE UNIVERSITY OF GUELPH — The Department of Microbiology invites applications for a tenure-track appointment at the Assistant Professor level. We are seeking an interactive individual with a commitment to teaching and the ability to establish an outstanding independent research program in Microbiology. We are particularly interested in applicants working in the areas of microbial development, microfungi or other eukaryotic microorganisms, molecular microbial ecology and evolution, and cellular microbiology, however, applications relating to other areas of microbiology will be considered. The successful applicant will be expected to teach at both the undergraduate and graduate levels. Applicants should have a PhD and a minimum two years' postdoctoral experience in microbiology or a related field, a strong record of research, and teaching experience. Applicants should forward their curriculum vitae, names and contact information for three referees, a one-page description of their research program, and representative publications to: Dr. R.Y.C. Lo, Chair of the Search Committee, Department of Microbiology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Applications will be considered beginning January 14, 2001, and will continue until the successful candidate has been identified. For more information about the Department of Microbiology, please visit www.uoguelph.ca/mbinet. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

On the edge and leading the way.

UNIVERSITY OF CALGARY

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

ENTREPRENEURSHIP AND INNOVATION

The Faculty of Management is seeking qualified candidates with a doctorate, or nearly completed doctorate, to fill a tenure-track position at the assistant professor level in entrepreneurship and innovation. The successful candidate would be expected to take an active role in research activities. High motivation for teaching at both the undergraduate and graduate levels is also required. Anticipated starting date is July 1, 2002.

The Faculty of Management is a progressive and innovative management school with an international reputation in entrepreneurship teaching and research. The successful applicant will join a Faculty of 85 full-time academics, of whom 11 are chaired professors. With more than 2,500 full- and part-time students currently enrolled in bachelor's, master's and PhD programs, the Faculty boasts more than 12,000 alumni in 50 countries around the globe. For more information about the Faculty, visit www.ucalgary.ca/mg.

Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, agriculture, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for entrepreneurship research. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Interested individuals are asked to submit their curriculum vitae, a sample of their published research and three references to: **Dr. Peter B. Robinson**, Chair, Entrepreneurship and Innovation Recruiting Committee, Entrepreneurship and Innovation Area, Faculty of Management, at the address below; Fax: (403) 220-6115; E-mail: probinso@mgmt.ucalgary.ca

All applications received before **December 31, 2001** will receive full consideration. The position will remain open until filled.

Applications are encouraged from Canadians, permanent residents of Canada and non-Canadians.

2002 SPRING/SUMMER SESSION INSTRUCTORS

The Faculty of Continuing Education is now accepting applications for instructor positions for the 2002 Spring/Summer Session. Undergraduate and graduate level instructional courses may be available in Anthropology, Applied Psychology, Computer Science, Dance, Geography, Geomatics Engineering, Graduate Division of Educational Research, Management, Mathematics and Statistics, Music, Political Science and Sociology.

Spring/Summer Session 2002 is scheduled in two academic terms: May 13 – June 28 and July 2 – August 17. The positions are term positions for approximately three to six weeks.

Requirements: PhD or equivalent is preferred, with three to five years of university level teaching experience in the subject area. Published articles in national and international journals would be an asset.

The deadline to receive applications is: **January 7, 2002.** Your application should include a curriculum vitae and indicate the area of interest. Please forward applications to: **K. Orser**, Special Sessions Office, Faculty of Continuing Education, at the address below; Fax: (403) 220-0045; E-mail: orser@ucalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

Schulich School of Business, York University, www.schulich.yorku.ca

CLA Position Announcement

The Schulich School of Business invites applications for two three-year contractually limited appointments commencing July 2001. The positions will be in the field of general management, with emphasis on law and the environment of business.

Qualifications

- PhD, or completion prior to beginning the appointment term.
- Law degree, preferably at the graduate level, with background in both Canadian and US business law.
- Demonstrated excellence at course delivery to large classes of undergraduate students – 150 to 300 students at the first-year undergraduate level.
- Experience at coordinating, guiding, and managing teaching assistants.
- Experience at integrating internet resources into the classroom environment, with annual upgrading.
- Demonstrated high-quality teaching of small-class courses in at least two of: business strategy capstone course, business law, corporate management, practical business ethics.
- Research interest in business strategy and policy, including corporate governance and ethics.

Responsibilities

The primary teaching responsibility of each position will be the design, continuous improvement, and delivery of first-year large-section (150-300) classes to highly motivated and high-achieving BBA students. The two occupants will work together under the general direction of the BBA Program Director.

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Management Science Department welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/, or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. However, all applicants will be given serious consideration.

Contact:

Professor Tom Beechy
Schulich School of Business, York University
4700 Keele Street, Room 320SSB
Toronto, Ontario M3J 1P3
Tel: 416.736.5097
Fax: 416.736.5687

DIRECTOR, SCHOOL OF LITERATURES & PERFORMANCE STUDIES IN ENGLISH COLLEGE OF ARTS

The University of Guelph invites applications and nominations for the position of Director in the School of Literatures and Performance Studies in English. The appointment will be made at the level of Associate Professor or Professor and will be effective July 1, 2002. Candidates should have an excellent research and teaching record and extensive administrative experience.

The School has strong B.A. and M.A. programs in both English and Drama and an innovative joint PhD in Literary Studies/Theatre Studies with Wilfrid Laurier University. It offers significant archival opportunities in Children's Literature, Theatre, and Scottish Studies, as well as links with interdisciplinary units such as Cultural Studies and Women's Studies. The School has 25 faculty members and five support staff members. There are approximately 515 undergraduate majors, a total of 5041 undergraduate course enrolments, and 29 graduate students.

Salary will be commensurate with qualifications and experience.

Applications and nominations accompanied by a curriculum vitae, the names and addresses of three referees should be submitted to: **Professor Jacqueline Murray, Dean, College of Arts, University of Guelph, Guelph, Ontario, N1G 2W1** Deadline for receipt of applications is **February 1, 2002**.

Canadian citizens and permanent residents will be considered first for this position.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

MUSIC

WILFRID LAURIER UNIVERSITY — The Faculty of Music invites applications for a tenure-track appointment in music theory at the Assistant Professor level, commencing July 1, 2002, subject to final budgetary approval. Preferred qualifications: completed PhD in music theory (although ABD candidates nearing completion of the PhD may be considered), prior teaching experience at the undergraduate level and experience in the application of current technology to the teaching of theory and musicianship. The candidate should have a strong commitment to teaching and show creativity and originality in course design and delivery. The candidate must also have demonstrated professional accomplishments (publications, conference presentations), and evidence of continuing research potential. Responsibilities include teaching undergraduate theory courses from among core requirements in harmony, analysis and counterpoint, participating in the revision of the music theory core curriculum, and advising on the acquisition of technological hardware and software. The Faculty encourages applications from candidates willing to design interdisciplinary courses and courses dealing with areas such as narrative/dramatic theories, post-modern theories, gender, perception/cognition, jazz harmony, world music, music and new technology, or another area of the candidate's expertise. Applications should include a cover letter, CV, 3 letters of reference, graduate school transcripts, and a statement on research and teaching interests. Applications should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Ave W., Waterloo, Ontario, N2L 3C5. Closing date for applications is January 11, 2002. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. The University provides a smoke-free working environment.

YORK UNIVERSITY — The Department of Music, Faculty of Fine Arts, invites applications for a full-time tenure-stream appointment in Music Theory at the rank of Assistant Professor. Appointment is effective July 1, 2002. Position is subject to budgetary approval by the University. The successful candidate will have a completed PhD (or equivalent), exceptional ability as an inspiring and dedicated teacher willing to teach both undergraduate and graduate theory courses, and demonstrated scholarly or artistic ability with promise of establishing an international reputation. Expertise in one or more subdisciplines (Schenkerian Analysis, 20th Century Methods, Tonal Theory, History of Music Theory, Jazz Theory, etc.) is expected and familiarity with a variety of approaches will be considered beneficial. The Department seeks someone who can respond to the dilemma created by extremely diverse repertorial interests in confrontation with the narrower focus of traditional core studies in music theory. The successful candidate will contribute to the development and expansion of a mature, vibrant, and richly varied program. The Department of Music, York University, enjoys an enviable position as an innovative leader in contemporary music study, featuring a wide range of program options such as contemporary improvisation, composition, jazz, digital and electronic music, popular music, world music performance (South Indian Music, Philippine Kolintang, Indonesian Gamelan, West African Drums, Balkan, Chinese, Cuban, African-American piano styles, World Chorus, Canadian Traditional Folk, Middle Eastern, and Klezmer Ensembles), ethnomusicology, as well as a comprehensive program in the practical and historical study of Western art music. Current program offerings include the BA, Honours BA, Honours BFA degrees in music, the MA and PhD in Ethnomusicology/Musicology, and MA fields in composition, jazz studies, and popular music. A letter of application with curriculum vitae and names/addresses of three referees should be sent to: Professor Michael Coghlan, Chair, Department of Music, Faculty of Fine Arts, 225 Winters College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Application deadline is February 1, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Music welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF BRITISH COLUMBIA — The School of Music invites applications for an Assistant Professor tenure-track position in musicology which starts July 1, 2002. The position is subject to final budgetary approval. The candidate should be a specialist of exceptional achievement or promise in music before 1725, with demonstrated potential for distinction in research, and with considerable practical experience in the performance of early music, instrumental or vocal. The position involves teaching undergraduate and graduate courses in the periods before 1725, advising theses and dissertations, and administrating and conducting the School's Collegium. Preference will be given to candidates holding a doctoral degree, or its equivalent, with university teaching experience, who can carry out all the scholarly and practical duties listed above. Please send a letter of application, a curriculum vitae, and three letters of recommendation by January 2, 2001 to: Chair of Musicology Search Committee, University of British Columbia School of Music, 6361 Memorial Road, Vancouver, B.C. V6T 1Z2, Canada. Note: The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF TORONTO seeks an outstanding young scholar with an established research record in medieval music for a joint appointment in the Faculty of Music and the Centre for Medieval Studies. The position, which will involve both undergraduate and graduate teaching, is in the field of medieval musicology and the history of liturgy. Depending upon qualifications, the appointment will be at the rank of Assistant or Associate Professor, and it is the intention of the Faculty and the Centre to nominate the successful applicant for a Canada Research Chair (Tier II). Accordingly, candidates are expected to be outstanding scholars whose research and teaching will make major contributions to the study of early music. Applicants should send a current c.v. and arrange to have three letters of reference sent to: David Beach, Dean, Faculty of Music, University of Toronto, 80 Queen's Park Crescent, Toronto, Ontario, Canada M5S 2C5. To ensure full consideration, materials must be received by January 15, 2002. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas.

DALHOUSIE UNIVERSITY — The Department of Music invites applications for a limited term 12-month appointment in the field of Electroacoustic Music and Applied Music Technology at the rank of Lecturer/Assistant Professor. This position is subject to budgetary approval. The successful candidate will be responsible for the teaching of introductory and advanced undergraduate classes in electroacoustic music technologies and the supervision of creative/performance theses within the Department's newly implemented Bachelor of Music, Contemporary Music Programme. The appointee will also oversee part-time teaching and technical staff, and prepare planning and recommendations for any proposed upgrade of facilities within the Electroacoustic Studio. He/she will interact with the Department in its other related programmes, e.g., Composition, as well as advise the Department and the Chair regarding curriculum and collaborative areas, such as film and other Media Studies, Sound Design for Theatre, Computer Science, Engineering and Cognitive Sciences. Applicants must possess a PhD or equivalent, and evidence of extensive activity in artistic, technological and scholarly endeavors, and university-level teaching experience. Send letter of application, curriculum vitae, professional dossier, and request a minimum of three independent letters from academic and professional referees familiar with your work in the field of electroacoustics to Dr. Dennis Farrell, Music Department Search Committee, Arts Centre, Dalhousie University, 6101 University Avenue, Halifax, Nova Scotia, Canada, B3H 3J5. Please do not send tapes, CDs, etc., at this time. Closing date for applications is 15 January, 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

NEUROSCIENCE

THE UNIVERSITY OF LETHBRIDGE — The Department of Psychology and Neuroscience at the University of Lethbridge invites applications for an Assistant Professor position, probationary (tenure track) beginning 1 July 2002, subject to budgetary approval. We have a particular interest in applicants whose research will complement current departmental strengths in systems-level neuroscience and who can collaborate effectively with colleagues in behavioural and cognitive neuroscience. We expect candidates to have a PhD., postdoctoral training, and a strong research record, and to develop an externally-funded research programme with substantial opportunities for undergraduate and graduate participation. In addition, we are looking for someone who is qualified to teach advanced undergraduate and graduate courses in cellular and molecular neurobiology. The successful candidate will join an outstanding behavioural neuroscience group in the Canadian Centre for Behavioural Neuroscience, a new state-of-the-art neuroscience research complex. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. Few faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, publication reprints or preprints, a statement of research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Scott Allen, Chair, Neuroscience Search, Department of Psychology and Neuroscience, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2235, Fax: (403) 329-2555, or e-mail: wehlage@uleth.ca. The closing date for applications is January 15, 2002.

NURSING

DALHOUSIE UNIVERSITY — The School of Nursing is accepting applications for a full-time, two year, limited term appointment beginning August 1, 2002, with potential for renewal. The successful candidate will have knowledge and experience as a primary health care nurse practitioner. The person will be responsible for teaching and clinical supervision of students in the Primary Health Care Nurse Practitioner Diploma Program and clinical supervision of students in BScN community nursing courses. A Bachelor of Nursing is required, a Masters Degree in Nursing is preferred. Out-post nursing or primary health care nurse practitioner education is essential. Recent teaching and primary health care nurse practitioner clinical experience, and the ability to work collaboratively with others are essential. Interested persons should submit a cover letter stating qualifications and abilities, a resume, a copy of their current nursing registration/license, and the name, address and phone number of three referees to Paulette Dunn, Administrative Coordinator, Director's Office, Dalhousie University School of Nursing, Halifax, NS B3H 3J5. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Application deadline: January 31, 2002.

THE UNIVERSITY OF MANITOBA — The Faculty of Nursing invites applications for a tenure-track position to begin July 1, 2002. Rank will be at the Assistant Professor level. Position Activities and expectations include maintaining an ongoing program of research or clinical scholarship; teaching nursing courses at the undergraduate and graduate levels in areas of expertise; participating in the thesis/practicum supervision of graduate students in the Master of Nursing program; participating in Faculty, University, and professional activities; and, practicing in his/her area of clinical expertise. Successful applicants may be required to offer courses by various distance education modalities to Faculty of Nursing Program sites throughout the

DIRECTOR, SCHOOL OF FINE ART & MUSIC
COLLEGE OF ARTS

The University of Guelph invites applications and nominations for the position of Director of the School of Fine Art and Music. The appointment will be made at the level of Associate Professor or Professor and will be effective July 1, 2002. Candidates must have attained significant levels of research, performance or artistic production in one or more areas of music, art history or studio art. The successful candidate will have proven administrative experience and will bring leadership and vision to a dynamic multi-disciplinary unit.

The School offers B.A. degrees in Music, Studio Art and Art History, as well as an M.F.A. in Studio Art. The programs are diverse. Areas of emphasis in Art History focus on the western art tradition and the developing visual cultures of the Americas. The strengths in Studio Art lie not only in the traditional disciplines of drawing, painting, sculpture, printmaking and photography, but also in new media. The Music program offers courses in theory, history, performance, jazz, ethnomusicology, and popular music. The School has 14 faculty members and 7 administrative staff. There are approximately 323 undergraduate majors, a total of 3938 course enrolments and 12 graduate students.

The City of Guelph is the home of a lively arts community and the University's ties with the Macdonald Stewart Art Centre, the Guelph Spring Festival, and the Guelph Jazz Festival enhance extra-curricular life and provide interesting opportunities for faculty and students alike.

For more information please see the School website. www.uoguelph.ca/sofam

Salary will be commensurate with qualifications and experience.

Applications and nominations accompanied by a curriculum vitae, the names and addresses of three referees, and supporting documentation of career achievements should be submitted to: **Professor Jacqueline Murray, Dean, College of Arts, University of Guelph, Guelph, Ontario, N1G 2W1.** Deadline for receipt of applications is **February 1, 2002.**

Canadian citizens and permanent residents will be considered first for this position.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

Brock University
Careers begin here!

Director
The Cool Climate Oenology & Viticulture Institute

Brock University, one of Canada's most innovative universities, is seeking a Director for The Cool Climate Oenology and Viticulture Institute. The university is located in the beautiful Niagara Peninsula, in the heart of Ontario's wine country. Established in 1964 Brock University serves its community and students from across the country through a wide range of undergraduate and select graduate programs.

The Cool Climate Oenology and Viticulture Institute (CCOVI) is a research institute formed in 1997 within the Faculty of Mathematics and Science at Brock University. Its mandate is fourfold:

- to conduct research on grape growing and wine making
- to educate, under the auspices of the Department of Biological Sciences, undergraduate and graduate students in oenology and viticulture
- to provide continuing educational studies designed to provide professional development for the wine industry of Ontario
- to provide wine appreciation opportunities for the general public.

The ideal candidate is an experienced, effective leader with strong interpersonal skills, has an established record of research and teaching in oenology and viticulture and the ability to foster and mentor excellence in research and teaching of faculty. The Director of CCOVI will steward the institute towards fulfilling each of its goals by providing visionary leadership, collegial mentorship, integrative facilitation of other university programs related to wine, and by establishing trusting partnerships with its stakeholders. The Director will promote CCOVI and the Canadian grape and wine industry both domestically and abroad. The Director reports to the Dean of Mathematics and Science.

The position would begin 1 April 2002.

Consideration of applications and nominations will begin 15 February 2002 until a suitable applicant is found. Applications should be submitted in confidence to:

Dr. Terry Boak, Vice President, Academic
Brock University, St. Catharines, ON L2S 3A1

Applicants will be sent a detailed description of the Director profile. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is an equal opportunity employer. More information on Brock University can be found on the University's website: www.BrockU.ca. More information on the position profile can be found at www.brocku.ca/ccovi/.

UNIVERSITY OF CALGARY

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

David E. Mitchell/Alberta Energy Company Professorship in Management

The Faculty of Management is seeking a distinguished scholar with an international reputation for research in any of the following or related areas:

- Management of the Enterprise
- Corporate Strategy
- Strategic Leadership and Corporate Governance
- Competitive Analysis
- Industrial Organization

Candidates must have a PhD degree, an outstanding research record in pinnacle academic journals, an ability to interact effectively with the business community, and a proven track record of working effectively with colleagues and graduate students to build a strong research culture. High motivation for teaching at both graduate and undergraduate levels is also a requirement.

The successful applicant will join a Faculty of 85 full-time academics of whom 11 are chaired professors. This high level of scholarship is supported by the Faculty's successful *Delivering Results Campaign*. Chairs at the Faculty of Management are backed by major endowments and normally receive reduced teaching loads as well as other significant forms of support.

The Faculty of Management is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Faculty of Management is one of only seven Canadian business schools to gain accreditation from the AACSB International. It has strategic partnerships with 30 top business schools around the world. Over 2,500 full- and part-time students are currently enrolled in the Faculty of Management's degree programs. In addition to BComm and MBA programs, the Faculty has over 40 students in a PhD program and 20 students in a thesis-based MBA program. For more information about the Faculty, visit www.ucalgary.ca/mg.

Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round and has a surprisingly mild winter period.

Applicants should send a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent to: **David M. Saunders**, PhD, Dean, Faculty of Management, University of Calgary, 2500 University Drive N.W., Calgary, AB, Canada T2N 1N4; Fax: (403) 284-7922; E-mail: dsaunders@mgmt.ucalgary.ca

All applications received before **January 31, 2002** will receive full consideration. This competition will remain open until a qualified applicant has been chosen.

Applications are encouraged from Canadians, permanent residents of Canada, and non-Canadians. The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

province. Qualifications: PhD or equivalent preferred, Master's degree required, and current certification as a family/nurse practitioner preferred. Additional qualifications include: evidence of advanced research training and development of an ongoing research and publication program; effective teaching and communication skills; evidence of clinical expertise and scholarship; registration or eligibility for registration with the College of Registered Nurses of Manitoba, and demonstrated ability to establish collegial relationships. The University of Manitoba, has the largest and most comprehensive institution of higher learning in Manitoba, plays a distinctive role within the Province with a current enrolment of over 23,000 students. In addition to offering undergraduate liberal education in arts, science, and education, the University of Manitoba provides programs in a broad range of professional studies, applied sciences and fine and performing arts and is responsible for the vast majority of graduate education and research in Manitoba. Recognizing that many of the intellectual and practical challenges facing society require an integrated disciplinary approach, the University has established a variety of centres, institutes, and specialized research groups designed to tackle important problems in a number of areas. The University of Manitoba is located in Winnipeg, a city of 600,000, noted for its theatre, orchestras, international sports, and ethnic diversities. There is an abundance of housing at reasonable prices in vibrant neighbourhoods, and an excellent school system. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. The closing date for applications is March 1, 2002. Please send a letter of application, curriculum vitae and the names, addresses, telephone and fax numbers of three references to: Dr. David Gregory, Dean, Faculty of Nursing, The University of Manitoba, Winnipeg, MB, R3T 2N2, Fax (204) 474-7500. Visit our website at: www.umanitoba.ca/faculties/nursing

ST. FRANCIS XAVIER UNIVERSITY — The Department of Nursing offers a four-year, integrated BScN program at two sites: Antigonish, NS and Sydney, NS (the latter jointly with the University College of Cape Breton). It also offers an innovative post diploma baccalaureate program by distance education. Applications are invited for three tenured-track positions at the rank of assistant or associate professor, and two limited term positions. A fourth tenure-track position may be available pending budgetary approval. Appointments are available at each site beginning August 1, 2002. Opportunity is provided to teach in the on campus program and in the distance education program. Salary and rank will be commensurate with qualifications and experience. Applications should have a Master's degree in Nursing, a PhD (or be near completion), teaching experience, a strong nursing practice background, evidence of a developing research and publication record, and be eligible for registration with the RNANS. The substantive areas of interest to the Department include: child health, adult health, acute care, research, and management. Research and educational programs in the Department are supported by strong relationships with a broad range of clinical and community agencies in both rural and urban settings. Faculty research is guided by the concepts of health promotion, self-care, and caring. Interested candidates please submit a curriculum vitae, a copy of current registration, and the names and contact information (including telephone and fax numbers) of three referees, including most recent employer to: Dr. Angela Gillis, Chair, Department of Nursing, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2W5, Fax 902 867-2322. The deadline for receipt of applications is February 1, 2002 but further applications will be received until the positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to employment equity.

OIL & GAS ENGINEERING

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Applications are invited for a tenure-track faculty position at the Assistant or Associate Professor level commencing April 1, 2002 or earliest thereafter, in Process Control and Instrumentation. Salary will be commensurate with qualifications and experience. Applicants must hold or be near completion of a PhD degree in Electrical Engineering, Computer Engineering, or another process control and instrumentation area. Knowledge of chemical processes and familiarity with the chemical and oil and gas industries will be an asset. The applicant must have specialization in one or more of the following applied areas: instrumentation, process modeling, simulation and control, intelligent field devices, Supervisory Control and Data Acquisition (SCADA), Distributed Control Systems (DCS) and field bus technology. Applicants should have an undergraduate degree in a related Engineering discipline. Teaching, research or industrial experience is desirable. The successful candidate would be required to teach undergraduate and graduate courses, develop undergraduate laboratories, conduct research, initiate collaborative R & D with industry, supervise graduate students, and participate in other educational, scholarly and professional activities. The undergraduate teaching will be primarily focused in the recently approved undergraduate options in Offshore Oil & Gas Engineering but will also encompass electrical or computer engineering. The successful candidate will be expected to register as a professional engineer in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, and active graduate and research programs, as well as on-going collaboration with local, national and international industry. The Faculty of Engineering and Applied Science has recently established an Instrumentation, Control and Automation (INCA) Centre with support from ABB Automation and is actively pursuing research and industrial outreach in the offshore oil & gas industry. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning. In St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at http://www.mun.ca. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. P. Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5, Fax # (709) 737-8975, Reference: DDGE-01-01. The search committee will begin to review applications on February 1, 2002, and will continue to do so until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

ORGANIZATIONAL BEHAVIOUR

WILFRID LAURIER UNIVERSITY — The School of Business and Economics invites applications for two-tenure track and/or tenured positions in Management and Organizational Behaviour commencing July 1, 2002. Applications are welcome from the areas of Human Resource Management, Labour/Industrial Relations and/or Organizational Behaviour. For the first position, we are seeking applications from a mid-career individual to fill a tenured position at the associate/full professor level. The successful candidate will be expected to be able to teach effectively at the BBA, MBA, executive, and PhD levels. As well, he/she will mentor junior faculty and conduct a sustained, high quality research program. We are also seeking applications from individuals for a tenure-track position. It is strongly preferred that this person will have a completed PhD. Applicants who are ABD will be considered. The successful candidate will be expected to be able to teach effectively at the BBA, MBA, executive, and PhD levels. The ideal candidate will have demonstrated ability to pursue innovative research and publish in high quality journals. The School has seventy full-time faculty in Business, approximately two thousand undergraduates and over two hundred and fifty part time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. All positions are subject to budgetary approval. Please direct applications by February 15, 2002 to: John McCutcheon, Acting Associate Dean of Business, Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5, jcmccutc@wlu.ca

ORGANIZATIONAL PSYCHOLOGY

CARLETON UNIVERSITY — Subject to budgetary approval, the Department of Psychology wishes to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2002. Preference will be given to candidates with research and teaching interests in the area of Organizational Psychology, and who are able to teach evaluation research methods and statistics. Organizational Psychology is an area of growth in the Department of Psychology; we currently have faculty conducting research on organizational diversity, policy making, group processes, award adjudications, organizational effects of information technology, workplace stress and downsizing. The Department of Psychology has a strong undergraduate and graduate program in experimental psychology. Further information can be obtained from our website at http://www.carleton.ca/. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning January 30, 2002.

PHARMACOLOGY

THE UNIVERSITY OF SASKATCHEWAN — Applications are invited for a tenure-track position to commence on or after July 1, 2002. Candidates will have an MD and/or a PhD degree in physiology, pharmacology or allied science, and the potential to establish a nationally competitive research program. Research interests in any area will be considered, but those candidates whose programs involved neuroscience or cardiovascular research are encouraged to apply. Applicants must also be committed to teaching excellence at the undergraduate, professional student and graduate levels. Supervision of graduate students and/or postdoctoral fellows is expected for those candidates with clinical interests, a cross appointment with a clinical department is possible. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada. The University is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self identify on their applications. Applicants should submit by March 31, 2002: a curriculum vitae, a brief statement of research interests, reprints of recent publications, and the names and addresses of three referees to: Dr. Thomas W. Wilson, Head, Health Sciences Building A120, 107 Wiggins Road, Saskatoon, SK, Canada, S7N 5E5, wilson@duke.usask.ca

PHARMACY

DALHOUSIE UNIVERSITY — Applications are invited for a 50% probationary tenure track position in the School of Nursing commencing August 1, 2002. The Dalhousie University School of Nursing is part of the Faculty of Health Professions whose mission is to show leadership in diverse and critical scholarship, education and action to effect social change for health. The School of Nursing offers programs leading to a Bachelor of Science in Nursing for both basic and post-diploma students, and a Nurse Practitioner Program. The Master of Nursing Program offers thesis, non-thesis, and advanced practice options. In addition, the School offers a joint graduate program in Nursing/Health Services Administration. Programs are offered on-site and through distance learning technology, and are congruent with the philosophy of adult education. The successful candidate's primary responsibilities will include teaching the pharmacotherapeutic aspects of undergraduate and/or graduate programs, the continuing development of a research program, and participating on master thesis committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The opportunity to negotiate a joint appointment with an appropriate health care agency is also available. Requirements for this position are: a doctoral degree in Pharmacy or equivalent, demonstrated teaching effectiveness; evidence of an active research and publication program in the area of women's health care or health promotion and/or health outcomes; eligibility for licensure with the Nova Scotia Pharmaceutical Society; and the ability to work collaboratively. Familiarity with diverse research methodologies, experience in interdisciplinary research, and experience in distance education are assets. Halifax is a small, historic, and culturally active city located in a province with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, hiking, camping, and whale watching. Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, and the name, address and phone number of three referees, to Paulette Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, fax (902) 494-3487, e-mail: paulette.dunn@dal.ca. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval. Application Deadline: February 1, 2002.

Schulich
School of Business
York University
www.schulich.yorku.ca

Tenure-Stream Position
Accounting

The Schulich School of Business at York University in Toronto, Canada, is seeking tenure-stream faculty in accounting at the assistant, associate or full professor level effective July 1, 2002.

Preferred candidates will:

- have a strong commitment to scholarly research and publication
- be qualified to teach in financial or managerial accounting; expertise teaching international accounting would be beneficial
- possess a completed doctorate or be close to completion
- provide evidence of effective teaching
- be willing to use cases in teaching

Please send application letter and curriculum vitae to:
Professor Linda Thorne
Accounting Area Coordinator
lthorne@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

UNIVERSITY OF MANITOBA

RESEARCH ASSOCIATES
VARIOUS FIELDS

The University of Manitoba anticipates research associate positions will be available over the next six months beginning January 1, 2002 in the following fields:

Neurobiology, in vivo electrophysiological approaches to systems, neurophysiology, brain and spinal cord slice electrophysiological and pharmacological studies, in vitro brainstem and spinal cord preparations, immunohistochemistry, neural regeneration, magnetic resonance imaging and spectroscopy, cerebral circulation, metabolism and neuroprotection, neuoimmunology, clinicalelectrophysiology and kinesiology, cerebral circulation, cell culture and transfection, molecular neurobiology, neuroanatomy, proteomics and mass spectrometry, neurochemistry; endocrinology, molecular biology, transgenic models, gene technology and molecular endocrinology, molecular approaches to medical research, recombinant DNA technology, molecular biology, transgenic and knockout mouse models, molecular and developmental endocrinology, hormone regulation, hormone action, growth factors and steroid hormones in reproduction, placental and fetal development, molecular genetics of islet cell development, molecular biology of diabetic complications, molecular genetics of diabetes, prostate, molecular genetics of action, protein purification, protein biochemistry, cell signalling, cell biology, gene transfer; molecular cardiology; oxidative stress and heart failure, cardiac apoptosis, growth factors and the heart, matric proteims, cardiovascular physiology, cardiac metabolism, cardiac membranes and contractile proteins, Ca^{2+}-transport, signal transduction, ischemic heart disease, ischemia-reperfusion injury, vascular smooth muscle, hypertension research, protein electrophoresis, methods of preservation of the heart and brain during cardiac surgery using in vivo and in vitro models in combination with magnetic resonance imaging and spectroscopy; airway smooth muscle biophysics, respiratory physiology, asthma, vascular smooth muscle biophysics and biochemistry, airway smooth muscle bioenergetics ultrastructures and immunocytochemistry, pulmonary physiology, biochemistry and molecular biology, developmental biology of the lung, differentiation, receptor coupling and signalling in airway smooth muscle; molecular genetics, genome analysis, bioinformatics, database management, statistical genetics; natural immunity; cell to cell communication and signal transduction in the immune system; mechanism of immune regulation in human and animal models; analysis of cellular adhesion in immunology using proteomic approaches (mass spectrometry, bioinformatics, protein chemistry); aging and health from an interdisciplinary perspective; gerontology; epidemiology; public health; social and behavioural sciences; two-phase flow and heat transfer; microstructures, mechanical property relationships in materials, solidification, corrosion, electron microscopy, manufacturing process; computational materials physics, galactic plane survey, experimental condensed matter physics, high energy astrophysics, condensed matter theory, mathematical physics, precision measurement with ion traps, time-of-flight mass spectrometry of biomolecules, atomic and molecular physics; electrical engineering, computer engineering; composite materials processing, process modelling and optimization, composite mechanics, interfaces in composites, E-beam processing of composites, shape memory alloys, nano composites; transportation and logistics; estrogen receptor signaling, signal transduction pathways, chromatin structure and function using avian, erythrocyte, mouse fibroblasts and human breast cancer cell systems; cancer chemotherapy, cancer prevention, genetic markers of cancer; estrogen receptor structure and function, breast cancer, antiestrogen resistance, gene expression profiling of human breast lesions in vivo, molecular pathology, tumorbanks; apoptosis, signal transduction, MAP kinases, cell survival, hypoxia, transcription factors; molecular, cellular and developmental neurobiology, retinal development, actin cytoskeleton, brain tumors, pediatric cancer, leukemia; in situ hybridization, immunohistochemistry, protein biochemistry, immunoprecipitation, genotyping, PCR; molecular biology, molecular cytogenics, genetics, oncogenes (c-myc, N-myc), tumor suppressor genes, immunology, microbiology, mouse models of tumorigenesis, faser chromosome microdissection, FISH, CGH, SKY, M-FISH, S-FISH, mRNA FISH, 3D imaging; cyctic fibrosis, inflammation, IgA biology, cell biology, molecular biology, immunology, protein biochemistry; functional genomics, bioinformatics, cancer genetics, DNA instability and repair.

Normally all positions require a PhD and relevant experience. Minimum starting salary: $25,019/annum. Full range of staff benefits.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications, including curriculum vitae, bibliography, names of referees and the specific field mentioned above for which you are applying, should be sent to **Ms. B. Ruchkall, Human Resources Department, Room 309 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** Your application will be forwarded and the Researcher responsible will contact you directly.

UBC THE UNIVERSITY OF BRITISH COLUMBIA

POSITION IN PERIODONTICS
FACULTY OF DENTISTRY

The Faculty of Dentistry invites applications for a full-time tenure track position in the Department of Oral Biological and Medical Sciences.

Applicants should have research training at the PhD level or the equivalent and experience in teaching periodontics in the undergraduate curriculum. Experience in a problem-based curriculum is desirable. Advanced training and board certification in periodontics is desirable. The successful applicant will be expected to participate fully in teaching of undergraduate and graduate periodontics curriculum, and develop an independent grant-supported research program. Preference will be given to individuals who can participate in the active research areas in the Faculty.

In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Please respond by **February 1, 2002** with curriculum vitae and contact addresses of three referees to:

Dr. Donald Brunette, Head
Department of Oral Biological & Medical Sciences
Faculty of Dentistry, UBC
2199 Wesbrook Mall, Vancouver, BC V6T 1Z3

See our Website at www.dentistry.ubc.ca.

PHARMACY & PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Faculty of Pharmacy and Pharmaceutical Sciences invites applications for a full-time tenure-track assistant/associate professor position in pharmacy administration. Applicants will have a doctoral degree in social/administrative pharmacy and be able to teach in one or more of the following areas: practice management, health economics, epidemiology, pharmacy practice, health outcomes, or pharmacy policy. The successful candidate will be expected to develop an independent program of scholarly research as well as collaborate with colleagues. Other qualifications include teaching experience, scholarly productivity, and excellent interpersonal skills. Applicants with a pharmacy practice degree and post-doctoral experience are preferred. Rank and salary are commensurate with experience and qualifications. The Faculty of Pharmacy and Pharmaceutical Sciences offers one of the strongest Pharmacy degree programs in Canada. The Faculty has 420 undergraduate and 60 graduate students, and the University of Alberta has approximately 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty and University as well as outside the University. The University of Alberta is located in Edmonton, a vibrant, cosmopolitan city of 875,000 and the provincial capital. This friendly, affordable city offers a rich cultural life and diverse recreational opportunities. The campus is located adjacent to one of the largest municipal park systems in North America and is approximately 3.5 hours by car from the Canadian Rocky Mountains. The University of Alberta, in addition to having one of the most generous relocation expense policies of any university in Western Canada, also has the most comprehensive policy respecting spousal/partner employment amongst any university in Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The deadline for applications is 1 March 2002. Interested individuals should submit a letter of interest, curriculum vitae, a description of research and teaching interests, and the names and addresses of three references to: Dean Franco M. Pasutto, University of Alberta, Faculty of Pharmacy and Pharmaceutical Sciences, 3118 Dentistry/Pharmacy Centre, Edmonton, Alberta, Canada T6G 2N8, Telephone: (780) 492-0199, Fax: (780) 492-1843, E-mail: fpasutto@pharmacy.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT, ASSOCIATE & FULL PROFESSORS IN COMPUTER SCIENCE

The Department of Computer Science at the University of British Columbia is recruiting for several tenure-track or tenured positions. Appointments at the rank of Assistant Professor, Associate Professor and Professor are possible.

One of the University's highest academic priorities is to continue to grow as a leading centre in Computer Science, and outstanding candidates are sought to participate in this effort. Applicants must demonstrate exceptional research potential and teaching ability. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. The Department will consider outstanding applicants over all areas of Computer Science research. The ability of an applicant's research program to complement and extend the existing research strengths of the department will be an important factor in selection. A PhD or equivalent in Computer Science or a related area is required. The positions are available as of 1 July 2002, and salary will be commensurate with experience.
The University of British Columbia is situated on the tip of a peninsula, and is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city.

Applicants should submit their resume and the names of at least three references to:

Nick Pippenger, Recruiting Committee Chair
Department of Computer Science
University of British Columbia
Vancouver, BC, V6T 1Z4

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In order to address underrepresentation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications. The positions are subject to availability of funding.

PHILOSOPHY

WILFRID LAURIER UNIVERSITY (The Brantford Campus) invites applications for a tenure-track appointment in the Philosophy, History and/or Sociology of Science. Full details are included in our advertisement under "Interdisciplinary Studies."

THE UNIVERSITY OF VICTORIA — The Department of Philosophy invites applications for a tenure-track assistant professorship, to begin July 2002. The successful applicant will have a strong research program that qualifies her or him to teach jurisprudence, ethical theory, ethics courses directed towards students in the Faculty of Human and Social Development, and courses in the proposed Minor in Applied Ethics. Duties include graduate and undergraduate instruction, research and service. Experience of interdisciplinary teaching is an asset. PhD expected by time of appointment. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples. In consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration Requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless no suitable Canadian citizen or permanent resident applies. Applications, three confidential letters of reference, a sample of written work and cv should be sent to: James Young, Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria, B.C., V8W 3P4, email: philweb@uvic.ca, website: www.uvic.ca/philosophy. Deadline: 8 January 2002.

THE UNIVERSITY OF LETHBRIDGE — The Department of Philosophy at the University of Lethbridge invites applications for an Assistant Professor position, probationary (tenure track) beginning 1 July 2002, subject to budgetary approval. A PhD is required, along with evidence of good teaching and promise of substantial research attainment. Area of specialty at least two of Epistemology, Metaphysics, Philosophy of Mind and Philosophy of Language. Area of competence, the other two of the above four. Ability to teach widely in the History of Philosophy would be an asset. Members of the Department are also required to teach introductory courses in Philosophy and Logic. The University aspires to appoint individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor John Woods, Chair, Department of Philosophy, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone: (403) 329-2500, Fax: (403) 329-2555, E-mail: j.pollock@uleth.ca. The closing date for applications is January 31, 2002.

THE UNIVERSITY OF TORONTO — Applications are invited for a tenure-stream position, Assistant Professor, Department of Philosophy. PhD and evidence of excellent teaching required. Area of specialization: Medieval Philosophy. Area of competence: Open. Duties will include research and teaching. Salary commensurate with qualifications. Candidates should arrange for three letters of reference (in addition to c.v. and writing sample) to be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1. The expected starting date for the position is July 1, 2002. Applications must be received by December 15 2001. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

PHYSICAL EDUCATION

BROCK UNIVERSITY — The Department of Physical Education is seeking applicants in the area of movement studies with an emphasis in dance education, dance or movement therapy, or motor development. This is a probationary tenure-track position at the rank of Assistant Professor, effective July 1, 2002. Applicants must have a doctorate and demonstrate the potential to establish a promising publication record. A research program that is externally funded is desired and duties also include graduate supervision. Candidates must be qualified to teach courses related to physical activity applications throughout the lifespan, including activity-based courses. Expertise in related fields such as research methods and disability studies is an asset. The closing date for applications is February 1, 2002, and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, curriculum vitae, and the names of three referees to: Dr. Anna Lathrop, Chair, Department of Physical Education, Brock University, St. Catharines, Ontario, Canada L2S 3A1, E-mail: alathrop@arnie.pec.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca

PHYSICS

McGILL UNIVERSITY — It is expected that a position of Research Associate will be available for 7 (seven) months beginning 15 August 2002, in the Physics Department. Monthly salary will be $2000 Canadian. In addition the successful candidate will receive up to $2000 Canadian toward travel expenses from their present place of work to Montreal and from Montreal to a future destination. The applicant is expected to have a good knowledge of perturbative QCD and a working knowledge of reactions with polarized particles and production of heavy quarks in photon-photon and photon-hadron collisions. The candidate will collaborate with Prof. A.P. Contogouris. A Curriculum Vitae and at least 2 letters of recommendation should be sent to: Prof. A.P. Contogouris, Department of Physics, McGill University, 3600 University St., Montreal, Quebec, Canada H3A 2T8, e-mail: apcont@physics.mcgill.ca.

THE UNIVERSITY OF LETHBRIDGE — The Department of Physics invites applications for an Assistant Professor position; three-year term beginning 1 July 2002, subject to budgetary approval. Subject to budgetary circumstances and program demands, an opportunity may exist for conversion to a tenure-track (probationary) position. A PhD is required. Although preference will be given to applicants in the areas of Experimental Condensed Matter Physics, Spectroscopy, or Optics, outstanding candidates in all fields of experimental physics are encouraged to apply. The Department's research interests include Infrared Astronomy, Condensed Matter Physics, Surface Science, NMR Spectroscopy, Field Theories and Nonlinear Dynamics. The Department offers courses in Physics, Biophysics, Astronomy and Engineering. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca/phy. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. D. J. Simpson, Chair, Department of Physics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone: (403) 329-2359, Fax: (403) 329-2057, or e-mail: j.pollock@uleth.ca. The closing date for applications is January 31, 2002.

SIMON FRASER UNIVERSITY — The Physics Department invites applications for a tenure track Assistant Professorship, to take effect in September 2002, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a commitment to undergraduate and graduate teaching. The Physics Department has a very broad research program in condensed matter physics and materials science as well as research programs in biological physics, dynamical systems, high energy theory and experiment, optical dating and string theory. Excellent candidates in any area, including astrophysics, that complements the aforementioned research programs will be given serious consideration. The Physics Department's home page can be accessed via http://www.sfu.ca/physics. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications should include a curriculum vitae, publication list and a short statement of research and teaching interests. Candidates should arrange for three letters of recommendation to be supplied in confidence. All correspondence should be directed to Professor Michael Plischke, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby BC, Canada V5A 1S6 by December 15, 2001.

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches, (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831, E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Physics and High Technology in the area of Experimental Atomic Molecular and Optical Physics and Photonics commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date: February 1/02. Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 3526, Fax: 519 973-7098, Email: taylor@uwindsor.ca.

PLANNING

THE UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning invites applications for a tenure stream, Assistant Professor in Planning with special interests in Urban Design. Please see our ad under Geography.

POLITICAL SCIENCE

THE UNIVERSITY OF GUELPH — The Department of Political Science invites applications for one tenure-track appointment at the Assistant Professor level in International Development/International Relations. A research and teaching interest in South/Southeast Asian politics is preferable but research and teaching interests in other regions will be given consideration. A research and teaching interest in development administration and international institutions involved in development would also be an asset. A solid research and publication record is expected, as is evidence of solid teaching capabilities. Applications will only be considered from candidates who have completed a PhD. Applicants should ensure that three letters of recommendation are sent directly to the address below. Applicants should also submit a current curriculum vitae, teaching dossier, and cover letter stating their research interests by no later than January 21, 2002 to: Ken Woodside, Chair, Department of Political Science, University of Guelph, Guelph, Ontario N1G 2W1, Canada. Fax: 519-837-9561. E-mail: kwoodsid@uoguelph.ca. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

CARLETON UNIVERSITY — Subject to budgetary approval, the Department of Political Science seeks applications for a two-year term appointment at the rank of assistant professor effective July 1, 2002. The successful candidate will demonstrate expertise in the international politics of North America. An ability to teach courses in Canadian politics is required and an

Brock University

Careers begin here!

Vice President, Administration

Brock University, since its founding 35 years ago, has grown to where it now provides undergraduate and graduate education to over 12,000 students. Its location in St. Catharines combines an affordable lifestyle with easy access to Toronto, the U.S. and the recreational and cultural activities of the Niagara region. With a continuing commitment to the arts and sciences, Brock also has strong professional programs in areas such as business, education, applied health sciences and biotechnology. Its co-op program is one of the fastest growing in Canada. The University employs more than 350 faculty and 550 support staff and has an operating budget of approximately $100 million. Additional information on the University may be obtained at www.brocku.ca

As a member of the senior leadership team the Vice President, Administration reports to the President and has primary responsibility for providing leadership in the utilization of the non-academic resources that support the University's mission. The Vice President Administration is responsible for a broad range of services in the University and will provide leadership to the Associate Vice-President and Directors responsible for the following areas: administration and human resources; information technology services; physical plant; community, extension and conference services; finance; and recreation services. In addition, the Vice President will maintain effective and high profile relationships with a wide range of external contacts including external funding bodies, local university joint initiatives and provincial government committees.

The successful candidate must have a track record of successfully leading the establishment, revision, and implementation of policies and procedures in support of the business and financial operations of a complex institution or business organization. Exceptional interpersonal and communications skills, people management, and financial planning in a complex organization, and excellent analytical and organizational abilities are all essential. The candidate must also demonstrate skills and knowledge to deal with all aspects of diversity in a university environment. The capacity to interact effectively with the Board of Trustees and all levels of staff is crucial. Outstanding leadership skills, combined with respect for decision-making through consultation and consensus building, are also required. Honesty, integrity and a combination of experience and achievements that will command respect within the University are essential.

To be assured of consideration, applications should be received by December 31st, 2001. A covering letter and complete resume should be directed to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1 or by e-mail to resumes@landmarkconsulting.org

LANDMARK CONSULTING GROUP INC.

Executive Search Consultants

ability to teach courses in Mexican and/or United States politics would be an asset. Applicants must have a completed PhD and a commitment to effective teaching and scholarly research. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including curriculum vitae and the names of at least three referees, should be made by December 31, 2001, to: Dr. Glen Williams, Professor and Chair, Department of Political Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6.

POLITICAL STUDIES

THE UNIVERSITY OF SASKATCHEWAN — The Department of Political Studies invites applications for a twelve-month term position at the rank of Assistant Professor, effective July 1, 2002. The position is in the following areas: Canadian government and politics, research methods, and one of: comparative politics, international relations, and public policy. Candidates are expected to have, or be close to completing, a PhD. Teaching experience and publications are desirable. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, and any available teaching evaluations should be sent to: Dr. Donald C. Story, Head, Department of Political Studies, University of Saskatchewan, 9 Campus Drive, 919 Arts Building, Saskatoon, SK S7N 5A5, Tel: (306) 966-5200, fax (306) 966-5250. Applicants should also arrange to have three letters of reference sent to the above address. Closing date for receipt of applications and reference letters is January 31, 2002. Information about the Department of Political Studies and its programs can be found on the Department website: www.usask.ca/politic/. The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

POPULAR CULTURE & FILM

BROCK UNIVERSITY — The Department of Communications, Popular Culture and Film invites applications for a probationary (tenure-track) appointment in Popular Culture and Film Studies at the rank of Assistant Professor, effective July 1, 2002. The position is subject to final budgetary approval. A thriving interdisciplinary unit with more than 400 majors, the department offers, together with its programs in Film Studies and Popular Culture, an undergraduate specialization in four streams of Communications: Media and Culture, Communications Policy, Business Communications, and Information Technology (for more information see our website, http://www.brocku.ca/cpcf/). The Department is also the major participant in the University's Interdisciplinary MA Program in Popular Culture. A recently completed Ph D in a relevant discipline is required, together with evidence of successful teaching experience and research potential. In addition to undergraduate teaching in Popular Culture and Film Studies, the successful candidate will be expected to develop a strong externally-funded program of research and scholarship in the area of expertise, contribute to curriculum development, and participate fully in the affairs of the Department. It is also expected that the successful candidate will teach and supervise theses in the MA program. Applicants should submit by 30 January 2002 a letter of application accompanied by a curriculum vitae, a plan of proposed research, summaries of teaching evaluations, and selected reprints and pre-prints of published work, and arrange for three letters of reference to be sent to: Professor Jim Leach, Chair, Department of Communications, Popular Culture and Film, Brock University, St. Catharines, ON L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca

PSYCHOLOGIE

L'UNIVERSITÉ LAURENTIENNE — Le département de psychologie cherche à combler un poste menant à la permanence au rang de professeur adjoint pour le 1er juillet 2002. On sollicite les candidatures de candidats bilingues; l'enseignement sera principalement en français. Les candidat(e)s devraient être en mesure d'enseigner les cours suivants: introduction en neuroscience cognitive comportementale, statistiques élémentaires et un autre cours, soit en motivation et émotion, soit dans un domaine appliqué (santé, sports, organisation). Les candidat(e)s avec des intérêts appliqués sont aussi bienvenus. Les candidats doivent détenir un doctorat, ou être en voie de le terminer. Nous cherchons des personnes poursuivant l'excellence dans l'enseignement de premier cycle et en recherche. Il est possible de participer à un programme de maîtrise en développement humain. Les personnes intéressées doivent faire parvenir leur candidature accompagnée d'un curriculum vitae et des noms et adresses de trois répondants à: Dre Elizabeth Levin, Directrice, Département de psychologie, Université Laurentienne, Sudbury (Ontario), P3E 2C6. L'examen des candidatures commence le 15 décembre 2001 et terminera quand le poste sera comblé. Conformément à la politique de bilinguisme de l'université, le bilinguisme passif (français/anglais) est une condition pour obtenir la permanence. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leurs candidatures. Nous incitons toutes les personnes qualifiées à poser leur candidature. La priorité sera toutefois donnée aux résidents permanents et du Canada

PSYCHOLOGY

McGILL UNIVERSITY — The Department of Psychology seeks applicants for a tenure-track position at the Assistant or Junior Associate Professor level in Human Cognitive Neuroscience or Human Cognitive Science. The deadline for receipt of completed applications is January 1, 2002, with an anticipated starting date of September 1, 2002. Applicants with interests in any area of human cognitive neuroscience or human cognitive science will be considered. The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal, research units in the McGill University Health Centre including the Montreal Neurological Institute, and McGill Cognitive Science. Applicants at the Assistant Professor level should present early evidence of the ability to establish a record of significant, externally funded research productivity, and applicants at the Associate Professor level should have such a record. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in-press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to: Chair, Human Cognitive Neuroscience/Human Cognitive Science Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

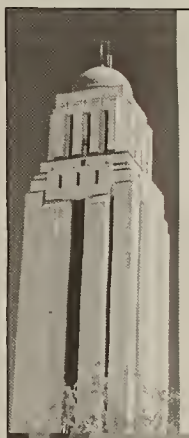
THE UNIVERSITY OF LETHBRIDGE — The Department of Psychology and Neuroscience at the University of Lethbridge invites applications for an Assistant Professor position in cognitive psychology; three-year term beginning 1 July 2002, subject to budgetary approval. We will consider a wide range of specialties within cognition, including (but not limited to) evolutionary cognitive psychology, comparative cognition, and cognitive neuroscience. We expect candidates to have a PhD and a strong research record, and to develop a strong, externally-funded research programme with substantial opportunities for undergraduate and graduate participation. We are looking for someone who can offer advanced undergraduate and graduate courses in his or her area of expertise as well as an introductory course in perception and cognition. The successful candidate will be joining a department with established strengths in both evolutionary psychology and behavioural neuroscience. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, publication reprints or preprints, a statement of research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Scott Allen, Chair, Cognitive Search, Department of Psychology and Neuroscience, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone: (403) 329-2235, Fax: (403) 329-2555, or e-mail: wehlage@uleth.ca. The closing date for applications is January 15, 2002.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Educational and Counselling Psychology, and Special Education seeks applications for a position in School Psychology (open rank Asst, Assoc, or Full). The appointment will become effective July 1, 2002 and is subject to final budgetary approval. The University of British Columbia offers the only School Psychology program in British Columbia, and grants MEd, MA, and PhD degrees. Applicants must have a doctoral degree in School Psychology, applied experience in School Psychology, and be eligible for registration with the College of Psychologists of British Columbia. Applicants should have interest/experience in teaching graduate courses and supervising research in academic and social/emotional interventions, prevention and/or assessment. Other graduate duties will include research supervision and clinic practica/internship supervision. Applicants should have a strong commitment to research and training in School Psychology. The department supports undergraduate, diploma, as well as graduate study with programs in: Counselling Psychology; School Psychology; Human Learning, Development, and Instruction; Special Education; and, Measurement, Evaluation, and Research Methodology. The department has 35 tenure track faculty, approximately 400 graduate students and 400 diploma students engaged in studies across the areas listed above. The Faculty of Education is a diverse community of scholars, educators, staff, and students committed to improving teaching and learning through innovative and inquiry-driven programs, research, reflection, and critique in partnership with its communities. Located only 30 minutes from the heart of downtown Vancouver, the University of British Columbia holds an international reputation for excellence in advanced research and learning. The UBC campus is a picturesque setting, surrounded by forest with views of the city, snow-capped mountains, and the ocean. Vancouver is a vibrant, multicultural, multi-linguistic city that offers a variety of cultural and recreational opportunities. Website URL: www.ecps.educ.ubc.ca The closing date for applications is January 31, 2002. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. A letter of application, a curriculum vitae, the names and addresses (postal and email), and phone/fax numbers of three referees, a statement of research interests, and one or more published papers should be directed to: Dr. Perry Leslie, Head, Department of Educational and Counseling Psychology, and Special Education, Faculty of Education, 2125 Main Mall, The University of British Columbia, Vancouver, B C. V6T 1Z4 Canada

THE UNIVERSITY OF LETHBRIDGE — The Faculty of Education seeks to fill an approved full-time ACCESS position for May 2002 in Counselling Psychology. The University of Lethbridge, Athabasca University, and the University of Calgary have recently received both federal and provincial funding to establish the Collaborative Alberta Graduate Program in Counselling, the first Canadian distance learning alternative for students seeking to train as Professional Counsellors or Counselling Psychologists. The successful applicant will join an inter-university faculty team and will have the opportunity to be involved at ground level in the implementation of this new initiative. ACCESS positions are created through a special funding program of the Alberta Government. The program is designed to increase enrolment in designated areas. Provided enrolment targets are met as required, funding becomes permanent. (To date the Faculty of Education has met all of its enrolment targets). The ACCESS position indicated above is offered for a term of three years. When permanent funding is obtained for the position, an equivalent tenure-track position will become available. Candidates for this position should have a doctorate in Counselling Psychology or Applied Psychology and must be eligible for chartering as a psychologist in the Province of Alberta. Candidates will be expected to have a minimum of two years of successful classroom teaching experience, eligibility for teacher certification in Alberta (B Ed. or equivalent), and expertise in one or more of the following: counselling or applied psychology, school counselling, career counselling, gender issues, diversity/multicultural counselling, or counsellor education. Experience in distance education, particularly in the application of innovative learning technologies, is a definite asset. The successful candidate will be required to function as part of a collaborative, inter-university, and inter-disciplinary team. Candidates are expected to have a strong research and publication record and to show promise of maintaining an active research program. Community-based, applied research skills and experience are an asset. The successful candidate will be expected to participate in the design and delivery of graduate programming, to contribute to the discipline through on-going research, to supervise graduate students, to contribute to the teaching and supervision of students in the undergraduate program, and to engage in service activities at both the Collaborative Alberta Graduate Program in Counselling and at the university level. If you are an innovative thinker and are committed to enhancing the flexibility, accessibility, and responsiveness of graduate programming in Counselling and Applied Psychology, this position will offer both challenges and rewards. The position will be located in Lethbridge, Alberta. Applications, accompanied by a curriculum vitae and the names of three references, will be accepted until 31 January 2002 with interviews scheduled for February/March. For further information about the Faculty of Education visit our website http://www.edu.uleth.ca/faculty/employ.shtml. Mail Applications to: Dr. Jane D'Dea, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4 Telephone: (403) 329-2051, Fax: (403) 329-2252; E-Mail: jane.odea@uleth.ca. The University seeks to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations this advertisement is directed to Canadian citizens and permanent residents of Canada. All positions subject to Board Approval.

THE UNIVERSITY OF NEW BRUNSWICK SAINT JOHN — The Department of Psychology invites applications for a tenure-stream position in Clinical Psychology at the Assistant Professor level, commencing July 1, 2002. This position is subject to budgetary approval. Applicants should have an eclectic background in clinical psychology and be committed to the scientist-practitioner model. A demonstrated ability to teach course(s) relevant to clinical psychology is preferred as is an enthusiasm for teaching other courses at both the graduate and undergraduate levels (including Introductory Psychology). The successful applicant will have the opportunity to develop a course in his/her area of expertise. To further research interests, the applicant may take advantage of the close relationship between the university and a regional hospital located adjacent to the campus and/or a Centre for Criminal Justice Studies which has close ties to the Department of Psychology. The successful applicant will be expected to pursue an active programme of research. A PhD (or near completion) is required, and the candidate should either be licensed or be eligible for licensing as a clinical psychologist in New Brunswick. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5. The preferred deadline for the receipt of applications is January 1, 2002; however, applications will be considered until the position is filled. Questions concerning this position may be directed to Dr. Alexander Wilson, Chair, Department of Psychology, at awil@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Tracey Chisholm, Admin Secretary, Faculty of Arts, University of New Brunswick Saint John, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, Phone (506) 648-5560; Fax (506) 648-5611

LAURENTIAN UNIVERSITY — The Department of Psychology is seeking to hire a bilingual candidate for a tenure-track position at the Assistant Professor level to begin July 1st, 2002. The successful candidate will be required to teach in both French (primarily) and in English. The preferred candidate will be able to teach an introductory neuroscience course, introductory statistics, and another area of psychology. Candidates with expertise in an applied area (Sports, Health, Industrial) are also encouraged to apply. Candidates should have a PhD or be near completion. We are seeking individuals committed to excellence in undergraduate teaching and to scholarly activity. Opportunity exists to participate in a Master's program in Human Development. Send applications, a curriculum vitae, and three letters of reference to: Dr. Elizabeth Levin, Psychology Department, Laurentian University, Sudbury, Ontario, P3E 2C6. Review of applications begin December 15, 2001 and will continue until the position is filled. In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.



Directrice ou directeur
Département de chimie
Faculté des arts et des sciences

- La Faculté des arts et des sciences, et le Département de chimie recherchent une directrice ou un directeur au rang de professeur titulaire, à plein temps.

La personne recherchée doit faire preuve de dynamisme, avoir un excellent dossier de recherche et posséder une vision de l'avenir du Département de chimie de l'Université de Montréal, l'une des plus grandes universités de recherche publiques d'Amérique du Nord.

Pour de plus amples informations, veuillez consulter notre site Web : **www.fas.umontreal.ca**

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

www.umontreal.ca

Université de Montréal

DEAN OF KINESIOLOGY & HEALTH STUDIES

University of Regina

Over a very short period of time, the University of Regina (U of R) has created an impressive and distinctive identity. Located in the dynamic capital city, host to the 2005 Canada Summer Games, the University has just under 12,000 students in 9 faculties. The Faculty of Kinesiology & Health Studies (previously named Physical Activity Studies) currently offers three majors (adapted physical activity, fitness and lifestyle, and recreation and sport administration), oversees the university's athletic and recreation programs, and is involved in a broad scope of community health and physical activity programs. For more information about the University and the Faculty, please consult www.uregina.ca/pasweb/.

The Dean will provide focus and leadership for the Faculty, participate in the academic administration of the University and collaborate with health and physical activity communities. The Dean will raise the Faculty's profile through strategic involvement, by seizing funding opportunities, mentoring faculty members to establish vibrant teaching and research programs, encouraging productivity in both applied and scholarly research, and supporting the graduate studies program.

Candidates should be established scholars in the field, dedicated to excellence in research and teaching, qualified for appointment as Professor and possess the administrative and financial acumen to provide dynamic leadership within the Faculty. A demonstrated commitment to collegiality and working with others in a team environment are requirements of this position.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

UNIVERSITY OF REGINA

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Jill Tolliday at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9 Fax: (604) 913-8356, e-mail search@provenceconsulting.com To apply on line, go to www.provenceconsulting.com *We will communicate with all who express interest.*

Provence consulting inc.

CAREERS CARRIÈRES

TRENT UNIVERSITY — The Department of Psychology invites applications for two tenure-track positions, one in Developmental Psychology and one in Social Psychology. The positions, subject to budgetary approval, are at the Assistant Professor level and will commence July 1, 2002; closing date for applications is February 1, 2002. For details, see the department website www.trentu.ca/psychology or contact Dr. J. Aubrey, Chair, Department of Psychology, Trent University, Peterborough, ON K9J 7B8; jaubrey@trentu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer and especially invites applications from women, aboriginal people, visible minorities, and disabled persons.

MOUNT ALLISON UNIVERSITY — The Department of Psychology invites applications for a tenure-track position in Personality/Social, subject to budgetary approval. Candidates should have a completed PhD in Psychology and have a strong commitment to undergraduate teaching and research. The Psychology Department provides its students with a broad education in the biological, cognitive, and social science aspects of the discipline and its honours students with the opportunity to collaborate with faculty in independent research projects. The successful candidate will be encouraged to establish and maintain an active research programme and to supervise students conducting research. The ability to teach undergraduate statistics and design would be an advantage as would breadth in the discipline. The appointment will be made at the rank of Assistant Professor and will commence on July 1, 2002. The 2001-2002 annual salary range for Assistant Professor is $45,063-$63,890 (subject to collective bargaining). The normal teaching load is two courses per term. Most courses for Majors and Honours students have labs. An application should include a curriculum vitae and three letters of reference and should be sent to: Dr. Christine Storm, Chair of the Search Committee, Department of Psychology, Mount Allison University, 49A York Street, Sackville, NB E4L 1C7, Canada, Fax: 506-364-2467, Email: cstorm@mta.ca. The closing date is December 15, 2001. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WINDSOR invites applications for three tenure-track faculty positions in the Department of Psychology in the areas of Applied Developmental/Clinical Neuropsychology, Clinical Neuropsychology and Clinical Psychology commencing July 1, 2002. Subject to Budgetary Approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2215; Fax: 519.973.7021; Email towson@uwindsor.ca

REHABILITATION MEDICINE

THE UNIVERSITY OF ALBERTA — The Faculty of Rehabilitation Medicine, University of Alberta invites applications for a tenure track position in Rehabilitation and Children's Health at the Assistant Professor level, with a joint appointment at the Alberta Children's Hospital in Calgary, Alberta. The position will be located primarily in Calgary with a presence at the University of Alberta by travel and telecommunications. Applicants will have an entry level degree in Occupational Therapy, Physical Therapy or Speech Language Pathology and a PhD (or equivalent) in rehabilitation or related fields. An established or emerging program of research in rehabilitation related to children is required. The Faculty offers two undergraduate degrees and four degrees at the graduate level including an interdisciplinary PhD degree in rehabilitation science. The Applied Developmental Neuroscience Group provides a leadership role within the Faculty in the systematic evaluation of intervention strategies used in the rehabilitation of children with developmental disabilities. Members of the group are from the departments of Physical Therapy, Speech Pathology and Audiology, and Occupational Therapy. Current work includes evaluation of the longitudinal relationship among fine motor, gross motor and communication domains in typically developing children from 9 to 23 months of age and in young children with a diagnosis of mild cerebral palsy and establishment of provincial and national information networks for families of children with developmental disabilities. The Alberta Children's Hospital is a unique healthcare facility servicing both an inpatient and ambulatory care population. It is devoted to primary, secondary and tertiary service for children and their families and is actively involved in research and education. The facility is part of a developing Child Health Network in southern Alberta and is the primary centre for paediatric care in southern Alberta, southwestern Saskatchewan and southeastern British Columbia. In 2005, the Calgary Health Region expects to open a new Alberta Children's Hospital. The position carries expectations for teaching, research and service that are common to all tenure track positions at the University of Alberta. Research expectations include leadership in investigation of children's health issues in the Faculty and at the Hospital, mentoring of clinicians in their research efforts, acquisition of external funding to support research in both venues, and coordination of the implementation of funded and un-funded research projects. Applications: Please include a letter of intent, current curriculum vitae and the names and addresses of three persons who can be contacted for letters of reference. Enquiries and application materials should be made to: Albert M. Cook, PhD, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, T6G 2G4 Tel: (780) 492-5991, Fax: (780) 492-1626; E-mail: al.cook@ualberta.ca. Visit our website at www.rehabmed.ualberta.ca/ Position start date is July 1, 2002 (negotiable). Applications will be accepted until position is filled. Rank and salary are commensurate with qualifications and experience. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

RELIGIOUS STUDIES

THE UNIVERSITY OF LETHBRIDGE — The Religious Studies Programme invites applications for two positions beginning 1 July 2002, subject to budgetary approval. We are expanding our programme (which now serves about 800 students each year), and we are looking widely within the field of Religious Studies for our next faculty members. We are flexible in our curriculum and are open to shaping areas of our programme around the expertise of our new faculty. Position one: Probationary (tenure-track) Assistant or Associate Professor. The ideal applicant will have (1) a PhD in Religious Studies, (2) expertise in an eastern or a western religion (specialization in Buddhism, East Asian Traditions, Judaism, or Islam would be an asset), (3) demonstrated teaching ability, (4) sound research record or clear evidence of potential, and (5) the ability to work in a small but popular programme. Position two: Assistant Professor, 1 or 2 year term. The ideal applicant will meet the qualifications of position one, except that expertise may be in any area of Religious Studies. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Tom Robinson, Coordinator, Religious Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2541, Fax: (403) 329-5108, or e-mail: robinson@uleth.ca. The closing date for applications is January 31, 2002.

CARLETON UNIVERSITY — Subject to budgetary approval, applications are invited for a one-year appointment (with the possibility of renewal) at the Lecturer of Assistant Professor level in Religion in the College of the Humanities, Carleton University. The successful candidate will teach some of the following: introductory surveys, theory and method, ethics and comparative religious themes. The ability to teach a major religious tradition, especially South or East Asian, preferred but all candidates will be considered. PhD completed or near to completion, required as well as a commitment to effective teaching and scholarly research. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. A letter of application, a curriculum vitae, and three letters of reference are to be sent by February 1, 2002 to: Professor S.G. Wilson, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6

SCIENCE INFORMATIQUE

L'UNIVERSITÉ D'OTTAWA — L'école d'ingénierie et de technologie de l'information (EITI), cherche à combler des postes menant à la permanence de professeurs à temps plein, à tout niveau. L'École, présentement avec plus de 2000 étudiants au 1er cycle, 250 étudiants diplômés et 55 professeurs, offre des programmes complets de baccalauréat, de maîtrise et de doctorat en génie informatique, génie électrique, génie du logiciel, et science informatique. Les domaines en priorité sont: la technologie de l'Internet, les communications optiques et sans fils, l'informatique biomédicale, les systèmes répartis, les bases de données, et le génie logiciel en général. Tous candidats doivent détenir un doctorat en une discipline connexe. Préférence sera accordée aux candidats pouvant démontrer un fort potentiel en recherche et d'excellentes aptitudes pédagogiques. Le rang et le statut et la rémunération seront établis en fonction des qualifications et de l'expérience du candidat. Le bilinguisme (français et anglais) constitue un atout pour ces postes. Voir http://www.site.uottawa.ca/.

SOCIAL WORK

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track positions in the School of Social Work in the areas of Family and Children, Health, Gerontology, and Social Services commencing July 1, 2002. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing Date: February 15/02. Contact: Dr. Frank Hawkins, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3067; Fax: 519.973.7036; Email: fhawkins@uwindsor.ca

SOCIOLOGY

ST. THOMAS MORE COLLEGE — The Department of Sociology at St. Thomas More College, a Catholic college federated with the University of Saskatchewan, invites applications for a tenure-stream position in Sociology at the level of Assistant Professor, commencing July 1, 2002. The STM Sociology department collaborates directly with and is integral to the scholarly work of the Sociology Department at the University of Saskatchewan. St. Thomas More is seeking candidates committed to a social justice orientation. The successful candidate will have a PhD in Sociology, a proven interest in the areas of globalization, development and the environment, be expected to teach core sociology courses, such as introductory sociology, social theory and methods, and will have the opportunity to supervise graduate students. Applicants should send a letter, a full curriculum vitae, including the names of three referees, documentation of teaching including teaching evaluations and copies of written work and/or publications by January 31, 2002 to Dr. Eugenia Valenzuela, Chairperson, Department of Sociology, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to Employment Equity. Members of designated groups, women, Aboriginal people, people with disabilities, and visible minorities are encouraged to self-identify on their application. For more information on the Sociology Department and St. Thomas More College visit http://www.usask.ca/stm/ or contact Dr. Valenzuela at 306-966-8047 (voice), 306-966-8904 (fax), eugenia.valenzuela@usask.ca

THE UNIVERSITY OF LETHBRIDGE — The Department of Sociology invites applications for a probationary (tenure track) beginning 1 July 2002, subject to budgetary approval. Appointment as an Assistant Professor may be considered, but preference will be given to those who are eligible for appointment at the Associate Professor level. A PhD is required, areas of specialization are open. The Department of Sociology is a young and productive department with

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Assistant Professor
Applied Mechanics

The Department of Mechanical Engineering at the University of Saskatchewan invites applications for a full-time, tenure-track faculty position in the area of Applied Mechanics.

The candidate should have broad expertise in the area of mechanics and be able to teach a wide range of courses in applied mechanics, machine design or vibrations. Of particular interest are individuals with research expertise in dynamics/vibrations with applications to simulation and control of flexible mechanical systems, or plasticity/creep with applications to manufacturing. The applied mechanics group is actively involved in the areas of advanced computational mechanics, experimental methods, computer modeling and simulation, optimization, dynamics, biomechanics, tribology, inverse problems, and optical methods. Well-equipped laboratory facilities include Instron testing machines, a vibrations laboratory with suspended floor and shaker unit, fatigue testing facilities and ferrography, an optics facility with lasers and optical table, and several workstations.

The appointment will be at the rank of Assistant Professor and will start on July 1, 2002, or earlier.

Candidates must have a PhD in mechanical engineering or a closely related discipline. A demonstrated commitment to research and a strong interest in teaching both undergraduate and graduate students is expected. The duties of the successful candidate will include teaching in his/her area of specialization, as well as in the general engineering program. The successful candidate is expected to develop an active, externally funded research program and be eligible for P. Eng. registration in the Province of Saskatchewan.

The Department of Mechanical Engineering is committed to both teaching and high quality, intense research and comprises 19 faculty, 4 Professors Emeriti actively involved in research, 8 support staff, several PDF's and research associates, approximately 70 graduate students and 250 undergraduate students with B.E., M.Eng., M.Sc., and PhD degrees offered. More information on the Department can be found in http://www.engr.usask.ca/dept/mee/.

Applicants should send a curriculum vitae, the names and addresses of at least three referees and a statement of research and teaching goals. Applications should be submitted to:

Professor S. Yannacopoulos
Head of the Department and Chair of the Search Committee
Department of Mechanical Engineering
57 Campus Drive, University of Saskatchewan
Saskatoon, Saskatchewan, Canada, S7N 5A9

Applications should be received preferably before January 10, 2002.

The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This advertisement is directed to Canadian citizens and permanent residents of Canada.

Brock University
Careers begin here!

Assistant/Associate Professor
International Business

Brock University invites applications for a Probationary tenure track position in International Business. The position starts July 1, 2002.

Description: Full-time, Probationary tenure-track, at at the Assistant or Associate Professor level, dependent upon qualifications. Consideration at the Full Professor level will be given in exceptional circumstances.

Qualifications: Qualifications include a PhD or equivalent (completed or near completion) in International Business or related areas. Duties include teaching and research in International Business, Global Organizations and other International Business courses at the undergraduate and graduate level. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given priority.

Application Procedure: Applications are accepted until the position is filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to:

Dr. Eli Levanoni, Chair
Department of Management, Marketing and Human Resources
Faculty of Business, Brock University
St. Catharines, ON Canada L2S 3A1

E-mail: (preferred) elevanon@spartan.ac.brocku.ca
Website: www.brocku.ca

The Faculty of Business consists of two departments, the Department of Accounting and Finance and the department of Management, Marketing & Human Resources. The Faculty of Business, which has approximately 50 full-time members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, both with a co-op option, as well as a Masters of Accountancy with specialized courses in Finance. In addition, plans are in process to introduce an MBA.

Area: Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities.

Salary: Competitive and commensurate with qualifications.

Richard F. Haskayne OC FCA Chair in Accounting

UNIVERSITY OF CALGARY

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Faculty of Management is seeking a distinguished scholar from academia or industry with an international reputation for research in accounting. Candidates with research interest in financial accounting will be given the strongest consideration. Expected responsibilities of the Haskayne chair holder include leadership in scholarly research and significant interaction with the business and professional communities.

Candidates must have a PhD degree, an outstanding research record in pinnacle academic journals, and a proven ability to work effectively with colleagues and graduate students to build a strong research culture. Credentials should be appropriate for an appointment at the rank of full professor or senior associate. High motivation for teaching at both graduate and undergraduate levels is also a requirement.

The successful applicant will join a Faculty of 85 full-time academics of whom 11 are chaired professors. The Faculty's successful *Delivering Results Campaign* supports this high level of scholarship. Chairs at the Faculty of Management are backed by major endowments and normally receive reduced teaching loads as well as other significant forms of support.

The Faculty of Management is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Faculty of Management is one of only seven Canadian business schools to gain accreditation from the AACSB International. It has strategic partnerships with 30 top business schools around the world. Over 2,500 full- and part-time students are currently enrolled in the Faculty of Management's degree programs. In addition to BComm and MBA programs, the Faculty has over 40 students in a PhD program and 20 students in a thesis-based MBA program. For more information about the Faculty, visit www.ucalgary.ca/mg.

Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Applicants should send a curriculum vitae and a statement of research interests, as well as arrange for three letters of reference to be sent to: **David M. Saunders**, PhD, Dean, Faculty of Management, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4; Fax: (403) 284-7922; E-mail: dsaunders@mgmt.ucalgary.ca

All applications received before **March 31, 2002** will receive full consideration. This competition will remain open until a qualified applicant has been chosen.

Applications are encouraged from Canadians, permanent residents of Canada, and non-Canadians. The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

growing enrollments. We are seeking an established scholar with administrative experience to provide leadership to a group of active, junior scholars. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outline of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Reginald W Bibby, Chair, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone: (403) 329-2551, Fax (403) 329-2085, or e-mail: bibby@uleth.ca. The closing date for applications is January 31, 2002

WILFRID LAURIER UNIVERSITY, THE BRANTFORD CAMPUS invites applications for a tenure-track appointment in the Philosophy, History and/or Sociology of Science. Full details are included in our advertisement under "Interdisciplinary Studies."

THE UNIVERSITY OF SASKATCHEWAN — The Department of Sociology at the University of Saskatchewan invites applications for two full-time, tenure-track positions. The starting date for both positions is July 1, 2002. The first position requires a person with specialization in the area of the sociology of health care, health, and illness. It is at the rank of Assistant Professor, though consideration may also be given in special cases to candidates who qualify for the Associate Professor rank. (Please quote competition #1H when applying for this position). We are seeking candidates with expertise on the socio-cultural determinants of population health, health policy, Aboriginal health, or gender and health, as well as experience and expertise in research methods and data analysis skills. Demonstrated experience in and commitment to interdisciplinary research is also desirable. Our objective is to recruit a new faculty member who will actively seek external research grant support, including salary support funds, from the new Canadian Institutes for Health Research, and other research councils and agencies. The successful candidate will also be actively involved in developing our undergraduate and graduate programs in this area. The second position, at the rank of Assistant Professor, requires a specialization in the area of Sociology of Law and Criminology, with expertise in areas like Aboriginal justice, criminal justice policy, corrections, or gender, law and crime. (Please quote competition #2A when applying for this position). For both positions, a completed doctoral degree in Sociology is required. A demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity, or the demonstrable potential to develop such a record, is required. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to: Head, Department of Sociology, University of Saskatchewan, 1016-9 Campus Drive, Saskatoon, SK S7N 5A5, Phone (306) 966-6925, Fax (306) 966-6950. Applicants should also arrange for three reference letters to be sent to the same address or fax number. The formal closing date is December 15, but applications will be accepted until the positions are filled. More information about the Department of Sociology and its programs can be found at www.arts.usask.ca/sociology/. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. This position has been cleared, however, for advertising at the two-tier level, and applications are invited from qualified individuals regardless of their immigration status in Canada. The University is committed to employment equity. The Department of Sociology is seeking to address a gender imbalance among its faculty complement; to this end, qualified female candidates are particularly encouraged to apply. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

THE UNIVERSITY OF SASKATCHEWAN — The Department of Sociology at the University of Saskatchewan invites applications for a full-time, tenure-track position at the rank of Assistant Professor. The starting date is July 1, 2002. The position is in the area of Aboriginal justice and knowledge, and is open to candidates with strong sociological backgrounds and related research interests. (Please quote competition #3P when applying for this position). This position is based in Sociology, but is part of a priority area identified by the University of Saskatchewan for an interdisciplinary initiative in Indigenous Peoples and Justice. The duties associated with the position include participation in the development of the B.A. program in Sociology with a concentration in Indigenous peoples and justice, development and instruction of one or more of the capstone courses related to Indigenous knowledge and ideas of justice, participation with other faculty members with teaching responsibilities in this area, and pursuit of research activities related to the theme of Indigenous peoples and justice, including participation in interdisciplinary and collaborative research initiatives. Normally a completed PhD in Sociology is expected at the time of appointment, or prior to recommendation for tenure. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to the Department Head at the following address. Applicants should also arrange for three reference letters to be sent to the same address or fax number. Closing date for applications is December 15, 2001 Department of Sociology, University of Saskatchewan, 1016-9 Campus Drive, Saskatoon, SK S7N 5A5, Phone (306) 966-6925, Fax (306) 966-6950 More information about the Department of Sociology and its programs can be found on the Department website: www.arts.usask.ca/sociology/. The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. In accordance with the nature of this position, preference will be given to candidates of Aboriginal ancestry.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Anthropology and Sociology invites applications for a senior Sociologist at the rank of Associate or Full Professor, effective July 1, 2002. We are looking for a candidate with specialization in the areas of migration, citizenship, political sociology and social movements. We seek a scholar who works comparatively across a broad range of different societies and who can contribute to research and teaching efforts in U.S. Studies and UBC's Institute for European Studies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to final budget approval. Inquiries and applications, including names and addresses of three references, a curriculum vitae, writing sample and a summary of current and future research interests, should be sent by December 31, 2001 to: Dr. David Pokotylo, Head, Department of Anthropology and Sociology, University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C., Canada V6T 1Z1.

QUEEN'S UNIVERSITY — The Department of Sociology invites applications from excellent teachers and researchers for a tenure-track appointment at the Assistant Professor level, focusing on the sociocultural aspects of communication and information technology (CIT), commencing July 1, 2002. Candidates should possess a Doctoral degree in Sociology. Salary will be commensurate with experience and qualifications. Duties include undergraduate and graduate teaching and supervision and conducting research in the CIT field with emphasis on globalization, cultural industries, the relationship between communication technology and contemporary culture, and telecommunication policy. One of the Department's concentrations in the PhD program is the sociology of communication and information technology. We are seeking a person who will also make a strong contribution to the teaching program of the Department, especially social theory, methodology, or race and ethnicity and who will participate on a rotating basis in teaching the introductory course. Applications, including curriculum vitae, should be sent to Dr. Annette Burfoot, Chair, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Applicants should also arrange for three reference letters to be sent to the same address. The closing date for receipt of applications and letters of reference is November 30, 2001. Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Further information about the Department and University is available at www.info.queensu.ca

THE UNIVERSITY OF SASKATCHEWAN — The Department of Sociology invites applications for two full-time, tenure-track positions. The starting date for both positions is July 1, 2002. The first position requires a person with specialization in the area of the sociology of health care, health, and illness. It is at the rank of Assistant Professor, though consideration may also be given in special cases to candidates who qualify for the Associate Professor rank. (Please quote competition #1H when applying for this position). We are seeking candidates with expertise on the socio-cultural determinants of population health, health policy, Aboriginal health, or gender and health, as well as experience and expertise in research methods and data analysis skills. Demonstrated experience in and commitment to interdisciplinary research is also desirable. Our objective is to recruit a new faculty member who will actively seek external research grant support, including salary support funds, from the new Canadian Institutes for Health Research, and other research councils and agencies. The successful candidate will also be actively involved in developing our undergraduate and graduate programs in this area. The second position, at the rank of Assistant Professor, requires a specialization in the area of Sociology of Law and Criminology, with expertise in areas like Aboriginal justice, criminal justice policy, corrections, or gender, law and crime. (Please quote competition #2A when applying for this position). For both positions, a completed doctoral degree in Sociology is required. A demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity, or the demonstrable potential to develop such a record, is required. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to: Head, Department of Sociology, University of Saskatchewan, 1016-9 Campus Drive, Saskatoon, SK S7N 5A5, Phone (306) 966-6925, Fax (306) 966-6950. Applicants should also arrange for three reference letters to be sent to the same address or fax number. The formal closing date is December 15, but applications will be accepted until the positions are filled. More information about the Department of Sociology and its programs can be found at www.arts.usask.ca/sociology/. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. This position has been cleared, however, for advertising at the two-tier level, and applications are invited from qualified individuals regardless of their immigration status in Canada. The University is committed to employment equity. The Department of Sociology is seeking to address a gender imbalance among its faculty complement; to this end, qualified female candidates are particularly encouraged to apply. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

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Vice-President (Finance and Services)

UNIVERSITY OF CALGARY

The University of Calgary invites applications and nominations for the position of Vice-President (Finance and Services) to begin July 1, 2002.

The University of Calgary

The University of Calgary provides an exciting environment of learning and scholarly activity for 23,000 full- and part-time undergraduate students, 4,000 graduate students and 3,500 academic and support staff.

The University of Calgary aspires to be among Canada's leading research universities. Just 35 years old, we are well on the way. In 2000-01, our total annual revenue was approximately $500 million. Our research funding doubled over the last four years and in 2000-01 stands at over $172 million.

The university is located in Calgary, one of Canada's most dynamic, entrepreneurial and fastest growing cities situated an hour away from the majesty of the Rocky Mountains. The quality of life is outstanding; the climate unsurpassed.

The Position of Vice-President (Finance and Services)

The Vice-President (Finance and Services) provides leadership in the areas of financial services, physical plant and infrastructure, campus planning, human resources, and ancillary services. In short, the Vice-President (Finance and Services) is responsible for the varied administrative and support functions that are essential to the university's ability to fulfill its academic mission.

The Vice-President (Finance and Services) reports to the President and is a key member of the senior management team, working closely with the Vice-President (Academic) and Provost, the Vice-President (Research) and other leaders of the university. The Vice-President (Finance and Services) is expected to be a strategic thinker and to participate in the promotion of excellent relationships with external and internal partners such as the Board of Governors, government ministries, and the community and industrial partners with which we interact.

Applications/Nominations

The deadline for applications is **January 15, 2002**. Please submit applications or nominations, or requests for further information, to the University President c/o: **Mr. Jim Lundy,** Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton, Ontario L8P 1H1 (Fax: 905-570-8693; e-mail: jlm@landmarkconsulting.org). Applications should include a letter indicating the reasons for seeking the position and a curriculum vitae. All communications will be treated as confidential.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Schulich School of Business York University www.schulich.yorku.ca

The Henry J. Knowles Chair in Technology and Innovation

The Schulich School of Business at York University in Toronto, Canada, invites applications for the **Henry J. Knowles Chair in Technology and Innovation**. Effective date of appointment is **July 1, 2002**.

The Schulich School of Business is seeking an outstanding researcher and teacher, knowledgeable in the design, adoption and implementation of new technology in organizations. Potential areas of research include implementation of knowledge networks, electronic markets and e-commerce. The applicant's track record should demonstrate an applied as well as a theoretical understanding of technological innovation. The candidate should understand the cross-disciplinary nature of the subject: information technology, operations management, business strategy, organizational behavior and marketing.

The successful applicant would be expected to teach in both the undergraduate and graduate business programs, and act as a supervisor and advisor to doctoral students. It is expected that the successful applicant will be currently at the senior associate or full professor level.

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Management Science Department welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/, or a copy can be obtained by calling the Affirmative Action Office at **416-736-5713**. Canadian citizens and permanent residents will be considered first for this position.

Please send curriculum vitae to:

Wade D. Cook
Professor of Management Science & Chair, Search Committee
Schulich School of Business, York University
4700 Keele Street
Toronto Ontario, M3J 1P3, Canada
416-736-2100 x 33573
wcook@schulich.yorku.ca

UNIVERSITY OF REGINA

FACULTY OF SCIENCE
CANADA RESEARCH CHAIRS

The Faculty of Science is soliciting applications for two Canada Research Chairs (one Tier I and one Tier II) in the general area of energy and environment with expertise in one of the following fields: prairie ecosystems, aquatic ecosystems, climate change, environmental chemistry, or reservoir geology/geochemistry. Candidates for the Tier I chair are expected to be experienced and outstanding researchers who have made a major impact on their field, while the Tier II candidates should be emerging researchers with the potential to achieve international recognition as a leader in their fields in five to ten years. In both cases, the successful candidates are expected to provide leadership in research-related activities, including teaching, graduate supervision, and the development of collaborative research initiatives.

Infrastructure support for research in energy and environment includes the CFI-funded Environmental Quality Analysis Laboratory, the Prairie Adaptive Research Centre and the Petroleum Technology Research Centre, all located on the University of Regina Campus, as well as the Canadian Light Source Facility in Saskatoon.

Applications must include a curriculum vitae, a research plan, and the names and addresses of three referees. Please address completed applications to **Dr. D. Farenick, Assistant Dean of Science (Research), Chair of the CRC Search Committee, University of Regina, Regina, Saskatchewan S4S 0A2.** (E-mail: farenick@math.uregina.ca).

The closing date for applications is **January 15, 2002**, but applications will be considered after this date until the positions are filled.

Further information about the Faculty of Science and the Canada Research Chair program can be viewed at the websites www.uregina.ca/science and www.chairs.gc.ca respectively.

The University of Regina is committed to employment equity and welcomes diversity in the workplace. Applications are encouraged from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

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COUNTING OUT THE SCHOLARS

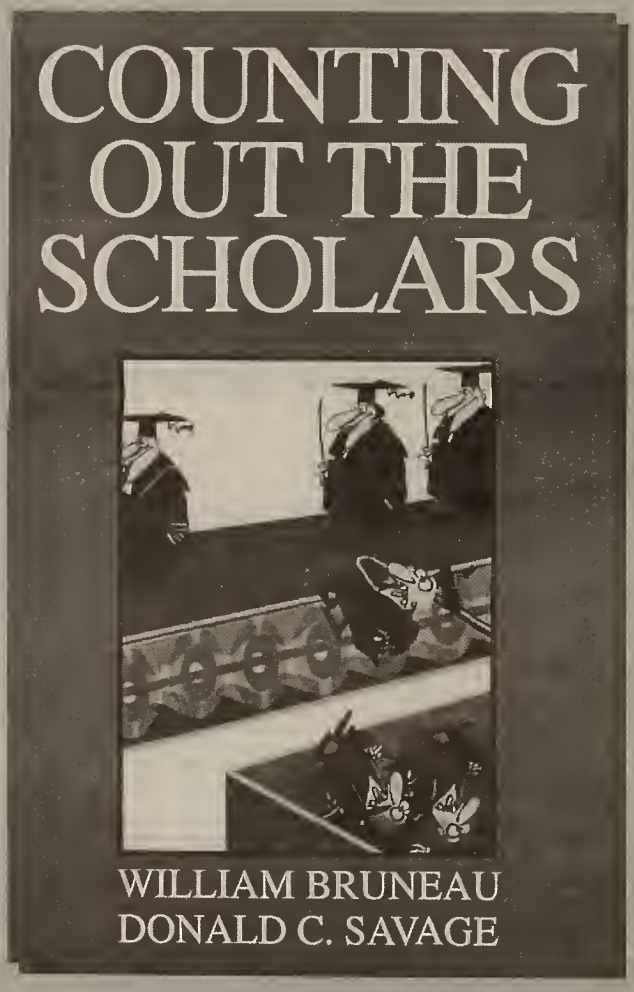
The Case Against Performance Indicators in Universities and Colleges

BY WILLIAM BRUNEAU
& DONALD C. SAVAGE

Business-friendly think tanks, corporations and their friends in government want consumer satisfaction to reward and punish professors and universities. They want market forces to replace public bodies in educational decision-making.

This book looks at disturbing new trends in post-secondary education — evaluating colleges and universities using simplistic financial measures and deciding on government funding to these institutions based on business-oriented measures of performance.

Bruneau and Savage examine experiences in Canada, the U.S., Britain, Australia and New Zealand and suggest a return to true accountability.



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McGILL UNIVERSITY — Applications are invited for two tenure-track appointments at the Assistant Professor level, one in the area of medical sociology and one in gender, commencing September 2002. Ability to teach advanced qualitative or quantitative methods is expected. Knowledge of French is an asset. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. For more information on the Department, visit its website at http://www.arts.mcgill.ca/programs/sociology/index.htm. Interested persons should write to: The Chair, Recruitment Committee — Medical Sociology Position or The Chair, Recruitment Committee — Gender Position, (whichever is applicable), Department of Sociology, McGill University, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three references to send confidential letters on their behalf. Applications should be received by 1 December 2001, but will be accepted until the positions are filled.

McGILL UNIVERSITY — The McGill School of the Environment (an interfaculty programme) and the Department of Sociology invite applications for an assistant professor in demography beginning September 2002. Candidates must have a doctorate in sociology or demography and be interested in conducting research on the interface between population studies and environmental issues. Potential research profiles for the successful candidate might include, but not be limited to, topics such as population growth, demographic pressures on natural resources, climate change, biodiversity, or environmental policy concerns. The normal teaching load is two courses per semester, one for each unit. Salary will be commensurate with qualifications. Some knowledge of French will be considered an asset. McGill University (www.mcgill.ca) is committed to equity in employment. Applications should be received by 1 December 2001, but will be accepted until the position is filled. Candidates must forward two copies of a CV, a statement of research and teaching interests, and a sample of written work. Applicants should ask three referees to send confidential letters on their behalf. Address applications and other materials to: The Chair, Recruitment Committee — Demography Position, Department of Sociology, Leacock, 712, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. Tel (514) 398-6847, Fax (514) 398-3403.

THE UNIVERSITY OF WINDSOR invites applications for a 3-year limited-term position in the area of Social Psychology and Qualitative Methods in the Department of Sociology and Anthropology commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Closing Date: February 1/02. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 2190; Fax. 519.971.3621; Email: lynnep@uwindsor.ca

McMASTER UNIVERSITY — The Department of Sociology invites applications for a tenure-track position at the Assistant Professor Level, commencing July 1, 2002. The Department seeks candidates in the area of qualitative methods who are familiar with the interpretive tradition of sociology. The area of specialization is open. An ability to teach historical methods would be an asset. The successful candidate will teach at the graduate and undergraduate levels, and supervise graduate student research, all of which he or she will be expected to undertake effectively. She or he will have a completed PhD and a strong track record of research, publications and teaching, and will be expected to develop a scholarly research programme yielding significant peer reviewed publications. Applications, including a curriculum vitae, three academic letters of reference, and a copy of a recent publication or paper should be sent to Dr. Victor Satzewich, Chair, Department of Sociology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Deadline for applications is January 15, 2002

McMASTER UNIVERSITY — The Department of Sociology, in conjunction with the Programme in Communication Studies, invites applications for a tenure track position at the Assistant Professor Level commencing July 1, 2002. Communication Studies is a new interdisciplinary programme which was introduced in September 2001. The Department seeks candidates in communication studies who have teaching and research interests in quantitative methods and at least two or more of the following: the political economy and organization of the media, social movements and the media, social problems and the media, the social impact of the media. In Communication Studies, the successful candidate will teach the introductory course in media studies and upper level undergraduate courses, and in Sociology the candidate will teach at both the graduate and undergraduate levels and supervise graduate student research, all of which he or she will be expected to undertake effectively. She or he will have a completed PhD and a strong track record of research, publications and teaching, and will be expected to develop a scholarly research programme yielding significant peer-reviewed publications. Applications, including a curriculum vitae, three academic letters of reference, and a copy of a recent publication or paper, should be sent to Dr. Victor Satzewich, Chair, Department of Sociology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Deadline for applications is January 15, 2002.

SOCIOLOGY & SOCIAL STUDIES

THE UNIVERSITY OF REGINA — The Department of Sociology and Social Studies invites applications for a tenure track position at the rank of Assistant Professor, commencing July 1, 2002. The Department of Sociology and Social Studies is a small department and faculty members are expected to teach courses in a wide range of subjects (as listed in the calendar) at undergraduate and graduate levels. Ideally, candidates would have a strong background with a specialisation in the sociology of development and/or environment. The ability to teach qualitative methods would be an asset. The Department is interdisciplinary and is committed to a balanced program of teaching, research, and service to the community. Applicants should have a PhD or be close to completion, a record of scholarship, as well as demonstrated skills and commitment to teaching. Applicants should submit a curriculum vita, and arrange for the forwarding of three letters of reference and graduate transcripts to Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2, Fax (306) 585-5363. Closing date for applications is January 15, 2002. Academic inquiries may be addressed to Dr. Bob Stirling, Department of Sociology and Social Studies, University of Regina, Regina, Saskatchewan, S4S 0A2, Email: bob.stirling@uregina.ca, Phone: (306) 585-4233, Fax: (306) 585-4815. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

SPANISH

THE UNIVERSITY OF VICTORIA — The Department of Hispanic and Italian Studies invites applications for a tenure-track position in Latin American Literature and Culture. We are seeking to make the appointment at the rank of Associate Professor or Assistant Professor. Applicants must hold a PhD, have a native or near-native fluency in Spanish and English, and be demonstrably active in research and publication. The successful candidate will teach Spanish Language, Latin American Literature, Culture, and Civilization. A willingness to contribute to the life and growth of the department is essential. The appointment will commence on July 1, 2002. The rank of appointment will depend on the qualifications of the successful candidate. Please send a letter of application, a curriculum vitae, copies of representative publications, and the names of three referees (who should write directly to the Department Chair) to: Dr. Lloyd Howard, Chair, Department of Hispanic and Italian Studies, University of Victoria, P.O. Box 3045, Victoria, British Columbia, V8W 3P4, Canada. Tel: (250) 721-7413; Fax: (250) 721-

The Canadian Association of University Teachers Announces the 34th Annual

J.H. Stewart Reid Memorial Fellowship for 2002–2003 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Duration of one year

Application Closing Date:
April 30, 2002

The Fellowship recipient will be announced in July 2002. An announcement will also appear in a fall edition of the CAUT Bulletin.

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant status from April 30, 2001 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2002.
- A first class academic record in a graduate program.

For further information and application forms, write to:
Peggy Richer, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2; richer@caut.ca
or visit our web site at http://stewartreid.caut.ca.

CAUT

L'Association canadienne des professeures et professeurs d'université annonce

La 34e bourse annuelle J.H. Stewart Reid pour études doctorales 2002–2003

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

Critères :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- D'une durée d'un an

Date limite des demandes :
30 avril 2002

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2002. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu depuis le 30 avril 2001 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2002.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Renseignements et formulaires de demande :
Peggy Richer, agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K2B 8K2; richer@caut.ca ou visiter notre site : http://stewartreid.caut.ca.

ACPPU

MALASPINA University-College

Malaspina University-College, located on beautiful Vancouver Island, is a comprehensive post-secondary undergraduate institution that offers degrees; career, trades and technical diplomas and certificates; and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in research and scholarly activities in their fields.

We are now accepting applications:

English University-College Professor

Comp. 01-4093 closes 1 pm, Jan. 25/02

For full details, please click **Employment Opportunities** on the Malaspina University-College website **www.mala.bc.ca**, or call the 24-hr. job-line, **(250) 740-6285.**

Please note our new Human Resources dept. numbers:
- Tel: (250) 740-6284 • Fax: (250) 740-6469
- Job-line tel: (250) 740-6285

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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WWW.MALA.BC.CA

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

EXECUTIVE ASSISTANT
ADJOINT(E) DE DIRECTION

The Canadian Association of University Teachers is seeking to fill the position of **Executive Assistant — Communications & Information** to provide key support to the communications activities of the association.

Duties include maintaining the CAUT web site content, providing administrative and clerical assistance for the CAUT *Bulletin* and to CAUT campaigns, as well as providing backup computer network support. The ideal candidate will have relevant knowledge and experience with web technology and programming, word processing software, computer networks, and will possess excellent verbal and written communication skills including fluency in both official languages. A relevant college diploma or specialized training is required. The hire rate for this position is $53,000 per annum.

Qualified candidates who support the objectives of this progressive association are invited to forward their resumé to: **Dr. James Turk, Executive Director, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2** by no later than **January 4, 2002.**

L'Association canadienne des professeures et professeurs d'université souhaite combler **le poste d'adjointe ou d'adjoint de direction — Communications et information.**

La ou le titulaire du poste fournit un soutien essentiel aux activités de l'association dans le domaine des communications. La personne retenue sera chargée notamment de l'entretien du site Web de l'ACPPU, du soutien administratif du *Bulletin* et des campagnes de l'ACPPU et fournira un soutien de remplacement pour le réseau informatique. La personne idéale possède une connaissance et une expérience pertinente de la technologie et de la programmation reliée à Internet, des logiciels de traitement de texte, des réseaux informatiques et est dotée d'excellentes aptitudes à communiquer oralement et par écrit. Elle a de plus une bonne connaissance des deux langues officielles. Un diplôme collégial pertinent ou une formation spécialisée est exigée. Le salaire de départ est de 53 000 $ par année.

CAUT
ACPPU

Les candidates et candidats qualifiés qui appuient les objectifs progressistes de l'ACPPU, une association progressiste, sont priés de soumettre leur curriculum vitae à **M. James Turk, directeur général, ACPPU, 2675, promenade Queensview, Ottawa, (Ontario) K2B 8K2,** au plus tard **le 4 janvier 2002.**

CAREERS CARRIÈRES

6608, Website: http://web.uvic.ca/hispanital; e-mail: lhoward@uvic.ca Applications are to be received by January 15, 2002 The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment is made.

THE UNIVERSITY OF LETHBRIDGE — The Department of Modern Languages invites applications for a lecturer position, ten-month term beginning 1 August 2002, subject to budgetary approval M A or equivalent in Spanish preferred in one of the following areas: language, literature, culture and civilization The successful applicant will have native or near-native fluency in Spanish and English, and some experience teaching Spanish as a second language at the post-secondary level Competency in Computer-Assisted Language Learning is an asset The successful applicant will be required to teach introductory and intermediate courses in Spanish language The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs The University is an equal opportunity employer and offers a non-smoking environment New faculty are eligible for funding in support of research and scholarly activities located in southern Alberta, with a view of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special case PhD program For more information about the University, please visit our web site at www.uleth.ca All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field Send this material and arrange for the letters of reference to be mailed directly to: Profesor Barbara Dickinson, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone (403) 329-2560, Fax: (403) 329-5187, or e-mail: louise.shannon @uleth.ca. The closing date for applications is January 31, 2002

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in Spanish in the area of Second Language Acquisition commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date: January 25/02 Contact Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253 3000, Ext 2873; Fax 519 971.3648; Email: swh@uwindsor.ca

SPORT MANAGEMENT

BROCK UNIVERSITY — Significant growth and interest in the program allows the Department of Sport Management to invite applications for two probationary/tenure track positions at the assistant professor level effective July 1, 2002 Candidates should have a doctorate in sport management and/or administration, or a closely related field, with expertise in more than one of the following areas: Human Resource Management in Sport Organizations, Ethics in Sport and Sport Organizations, Economics of Sport and the Sport Industry, Research Methods, Financial Practices in Sport and the Sport Industry, Socio-Cultural Perspectives of Sport, and Gender Issues in Sport. Preference will be given to candidates who can teach and conduct research in their areas of expertise as well as teach classes in general sport management subjects Experience working within the sport industry is a significant asset. A letter of application, a curriculum vitae, a statement of research interests, and three letters of reference should be submitted to Dr. Hilary Findlay, Program Committee Chair, Department of Sport Management, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1 E-mail: hfindlay@arnie.pec.brocku.ca Closing date for applications is January 15, 2002 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found at the University's website www.BrockU.ca

THEATRE

YORK UNIVERSITY — The Department of Theatre in the Faculty of Fine Arts, located in Toronto, invites applications for a Tenure Stream Appointment in Movement for the Theatre at the rank of Assistant Professor, with undergraduate and graduate teaching responsibilities, effective July 1, 2002. Position is subject to budgetary approval by the university The successful candidate will be able to teach and integrate the following: alignment and centering techniques (body/mind/emotion connection work for the actor; a wide range of basic dance and energy centering techniques; and movement specificity towards building character. Experience in self-scripting and story-telling techniques and/or the ability to direct department productions would be an asset. The candidate must work well in an integrated program with an experienced team of theatre professionals, facilitating as coach and teacher in the transition from studio to performance York's Department of Theatre includes an innovative Graduate Program, and an Undergraduate Program with over 350 majors studying performance, directing, theatre studies, production, design, and playwriting. The performance area offers conservatory-style training, with intense studio classes in Voice, Acting and Movement through a four-year undergraduate and two-year graduate program. Approximately sixty acting students at both levels are taught by a faculty of seven tenured and many part-time professors. A performance season of up to four fully-mounted shows is augmented each year by another five or six class and program projects. The Faculty of Fine Arts also includes Departments of Dance, Design, Film and Video, Music, Visual Arts, and Cultural Studies. Qualifications and Experience: Significant training, performing, coaching and teaching experience in Movement for the Theatre at a professional level, as well as teaching and supervisory experience at the undergraduate and graduate levels in conservatory training programs. An M.F.A degree is preferred. Salary will be commensurate with the qualifications and experience of the candidate. Candidates should forward a letter of application, a curriculum vitae, and the names, addresses, and telephone numbers (plus fax and e-mail if possible) of three referees to: Professor Robert Fothergill, Search Committee, Theatre Department, Centre for Film and Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada, fax: 416 736 5785, e-mail: robf@yorku.ca. Deadline for applications is January 11, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Theatre welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the Affirmative Action Office at 416 736 5713. Canadian citizens and permanent residents will be considered first for this position.

THEOLOGY

QUEEN'S THEOLOGICAL COLLEGE invites applications for a tenure track position at the Assistant Professor level, beginning July 1, 2002. We are seeking a specialist in systematic theology (including Christian ethics) capable of directing the field education program and teaching in Queen's Theological College (which includes the Department of Religious Studies, Queen's University). Completed PhD or equivalent required by commencement of appointment; experience in field education required; publications and teaching experience strongly preferred Detailed position description available on request Queen's welcomes diversity in the work place and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and supporting documents, should be sent to the Principal, Queen's Theological College, Kingston, ON, K7L 3N6 by January 15, 2002 The applicant should arrange to have three letters of reference sent to the same address by the same date

TRADUCTION

L'UNIVERSITÉ YORK, COLLÈGE UNIVERSITAIRE GLENDON — L'École de traduction sollicite des candidatures pour un poste menant à la permanence au rang de professeur(e) adjoint(e). La création de ce poste est liée à l'autonisation budgétaire de l'Université. Les candidats et candidates doivent être bilingues, anglais-français, et détenir un doctorat (ou prévoir de le soutenir en 2002) dans le domaine de la traduction ou dans une discipline apparentée. Il sera tenu le plus grand compte de la pratique professionnelle, de l'expérience dans l'enseignement de la traduction et des publications pertinentes. Spécialisations souhaitées : traduction, linguistique, industries de la langue. Les fonctions principales comprennent l'enseignement au premier cycle (traduction vers le français), l'enseignement au deuxième cycle (MA), la recherche et les responsabilités administratives (y compris l'intégration des nouvelles technologies). Le salaire est fixé aux dispositions de la convention collective en vigueur et à l'expérience Les personnes intéressées doivent faire parvenir une lettre de candidature et leur curriculum vitae, ainsi que trois lettres de recommandation à l'attention de : Rosalind Gill, Directice, École de traduction, Collège universitaire Glendon, Université York, 2275, avenue Bayview, Toronto (Ontario) M4N 3M6. Une de ces recommandations au moins doit porter sur l'enseignement. L'ensemble des documents doit être envoyé au plus tard le 31 janvier 2002, le cachet de la poste faisant foi. Date d'entrée en fonction : 1er juillet 2002. L'Université York a adopté un programme d'action positive pour l'embauche des professeurs/professeures et des bibliothécaires. Ce programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. L'École de traduction encourage les demandes d'emploi des personnes de ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de York à l'adresse www.yorku.ca/acadjobs/, ou demander un exemplaire du programme auprès du Bureau du programme d'action positive au numéro (416) 736-5713. On examinera en priorité pour ce poste la candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent.

TRANSLATION

YORK UNIVERSITY, GLENDON COLLEGE — The School of Translation invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval by the University. Candidates should be bilingual, French-English, and hold a PhD in translation or in a related discipline (or expect to complete the degree in 2002). Preference will be given to candidates with professional experience, pertinent publications and experience in the teaching of translation. Specialization should be in areas of translation, linguistics, and language engineering. Duties will include teaching at the undergraduate level (translation into French), teaching at the graduate level (MA), research, administrative responsibilities (including integration of new technologies). Salary is in accordance with the collective agreement and experience. Applications including curriculum vitae should be sent to Rosalind Gill, Chair, School of Translation, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. Candidates should also arrange for three letters of reference to be sent to the Chair. At least one of the references should address teaching. All documents should be sent by January 31, 2002 and should bear the postmark of that date. Date of appointment: July 1, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples Persons in these groups must self-identify in order to participate in the Affirmative Action Program The School of Translation welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713 Canadian Citizens and permanent residents will be considered first for this position.

VETERINARIAN

THE UNIVERSITY OF GUELPH — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Radiology at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario and must be diplomates of the American College of Veterinary Radiologists or eligible for that certification examination. Preference will be given to candidates with an advanced research degree, demonstrated research capability, and at least two years post-residency teaching experience in the undergraduate level. The ideal candidate should also have outstanding teaching and communication skills. The radiology section is equipped with 3 small animal rooms (2 with fluoroscopy), and 1 large animal room with fluoroscopy, an ATL 3000 ultrasound unit, a nuclear medicine facility and Co-60 radiation therapy. MR and Ct are available at a local hospital, and an in house MR is anticipated in the near future. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Research of an independent and/or collaborative nature consistent with the research goals of the Department and College is expected. The Ontario Veterinary College (www.ovc.uoguelph.ca) offers progressive programs in undergraduate and postgraduate veterinary training. Numerous research opportunities are supported by several granting agencies and the opportunity for collaboration with three medical schools and the biomedical industry. The collegial atmosphere in the Department of Clinical Studies is highly supportive of interactions between faculty in a variety of specialty disciplines. Faculty are viewed as our most important resource. Salary is negotiable and commensurate with experience and qualifications. The deadline for applications is April 30, 2002 or until a suitable applicant is identified. Contact Dr. S.A.Kruth, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario. N1G 2W1, (519) 823-8800, ext. 4080, Fax: 519-767-0311, e-mail: skruth@uoguelph.ca and provide a letter of application, a current curriculum vitae, and the names of three referees. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

WOMEN'S STUDIES

THE UNIVERSITY OF LETHBRIDGE — The Women's Studies Programme at the University of Lethbridge invites applications for an Assistant Professor position; probationary (tenure-track) beginning 1 July 2002, subject to budgetary approval. Depending on qualifications, the appointment may be at the Associate Professor level. A PhD required in Women's Studies or any Interdisciplinary/Disciplinary area with clear emphasis on women-centered studies.

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des membres de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St. N.W., Washington, DC 20005; tél: (202)737-5900.

ADVERTISING RATES

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* Agency commission 15% (camera-ready artwork required)

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AD DEADLINES 2001-2002

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/01	August 14/01
October	September 7/01	September 14/01
November	October 5/01	October 12/01
December	November 7/01	November 14/01
January	December 7/01	December 14/01
February	January 8/02	January 15/02
March	February 7/02	February 14/02
April	March 7/02	March 14/02
May	April 8/02	April 15/02
June	May 7/02	May 14/02

Note. All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Contact Lynn Braun — Advertising Coordinator

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EMAIL ads@caut.ca

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DATES LIMITES 2001-2002

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2001	14 août 2001
Octobre	7 septembre 2001	14 septembre 2001
Novembre	5 octobre 2001	12 octobre 2001
Décembre	7 novembre 2001	14 novembre 2001
Janvier	7 décembre 2001	14 décembre 2001
Février	8 janvier 2002	15 janvier 2002
Mars	7 février 2002	14 février 2002
Avril	7 mars 2002	14 mars 2002
Mai	8 avril 20022	15 avril 2002
Juin	7 mai 2002	14 mai 2002

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite

LE BULLETIN DE L'ACPPU

Veuillez vous adresser à la coordonnatrice de la publicité

TÉL. (613) 820.2270 *TÉLÉC.* (613) 820.2417

COURRIEL ads@caut.ca

2675, promenade Queensview, Ottawa ON K2B 8K2

× DÉCOUPEZ ET CONSERVEZ.

Expertise in the areas of gender, feminist theory, research methods, and interdisciplinary pedagogical approaches is sought. The successful candidate will likely become the coordinator of the Women's Studies Program. Interdisciplinary in scope, the Program in Women's Studies is grounded in a feminist theoretical framework which positions "woman" as subject and gender as an analytical tool in the acquisition and critique of knowledge. Courses in the program are presented by faculty members from a variety of Arts and Sciences, Fine Arts, Health Sciences, and Education departments or by sessional instructors from the local community with specific expertise relative to the program. An Individualized Multidisciplinary Major is an option for all Arts and Science students wishing to major in Women's Studies. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. The successful applicant will be expected to develop a continuing research program, and to seek external research funding. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. The University has recently formed the School of Graduate Studies, building on our very successful Master's degree program, and now adding a special-case PhD program. For more information about the University, please visit our web site at www.uleth.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, outlines of courses recently taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be mailed to: **Dr. Dayna Daniels, Coordinator, Women's Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2680.** The closing date for applications is **January 31, 2002.**

THE WILFRID LAURIER UNIVERSITY — The Women's Studies and Global Studies Programs invite applications for a joint tenure-track appointment at the Assistant Professor level in Women's Studies and in Global Studies. The appointment, subject to budgetary approval, will commence on July 1st, 2002. The successful candidate will be responsible for teaching, and administrative tasks, both in Women's Studies and in Global Studies. Candidates must have a completed PhD and be committed to working in an interdisciplinary context. They will bring a feminist perspective to global studies, and a global perspective to women's studies, demonstrating a strong potential for scholarship and teaching within these fields. We are particularly interested in individuals who have research strengths in one or more of the following areas: race and ethnicity; women, work and the global economy, and cultural studies. The successful candidate will teach Introductory and senior undergraduate courses in Women's Studies and Global Studies. Applicants should submit a curriculum vitae, a cover letter outlining research interests, a short teaching dossier, a writing sample (max.25 pages) and arrange for three letters of reference to be sent to: Eleanor Ty, Coordinator, Women's Studies Program, Wilfrid Laurier University, Waterloo, ON N2L 3C5 by February 15, 2002. All qualified candidates are encouraged to apply, however, Canadian Citizens & Permanent Residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

ACCOMMODATIONS

SOUTHERN FRANCE PROVENCE — Villa for rent, Sept. 1, 2002 to May 31, 2003. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near Aix-en-Provence. $1400 per month plus utilities. Contact Dr. Sandra Beckett at 905 687 7315 or sbeckett@spartan.ac.brocku.ca

FIRENZE/Italy — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks) Lit 1 500 000 + util, weekly 800 000 (two people) all incl. Spezzotti, Ph +39-055-245-739, Fx +39-055-247-6266.

Faculty Position
Materials Science & Engineering

The department has an immediate tenure track opening for a junior position at the assistant or associate professor level to complement the newly established NSERC chair in ceramic fuel cell systems. The candidate will conduct research in functional/electronic ceramics with an emphasis on nano-fabrication techniques. Candidates with relevant expertise in solid oxide fuel cells and other areas such as fabrication of novel ceramic materials, ceramic joining, thin films and nano-technology will be considered. This position carries a normal teaching load of undergraduate and graduate courses.

Applicants must have a PhD in materials related field from an engineering or physical science discipline. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from qualified candidates, including members of visible minorities, aboriginal peoples, persons with disabilities and women.

For information about the centres and institutes affiliated with the department, consult the website at http://mse.mcmaster.ca.

Applicants should submit their curriculum vitae, identifying areas of their teaching competence and proposed directions of research, along with the names of 3 references to: **Prof. G.C. Weatherly, Chair, Materials Science and Engineering, MsMaster University, Hamilton, Ontario, Canada l8S 4L7.**

Applications will be accepted until **April 30, 2002** or until the needs of the department have been met.

McMaster University
ENGINEERING

CHAIR, DEPARTMENT OF PATHOBIOLOGY
Ontario Veterinary College

Applications and nominations are invited for the position of Chair, Department of Pathobiology, Ontario Veterinary College. Candidates should have an established scholarly reputation in a discipline compatible with the mission of the Department, have some experience in administration, and be devoted to excellence in education and research in a veterinary setting.

The Ontario Veterinary College (www.ovc.uoguelph.ca) is one of the founding colleges of the University of Guelph, a publicly funded institution. It consists of four academic departments (Biomedical Sciences, Clinical Studies, Pathobiology and Population Medicine) and a Veterinary Teaching Hospital (VTH). The College offers progressive undergraduate and graduate programs. The University of Guelph is one of Canada's leading comprehensive universities. The city of Guelph (www.city.guelph.on.ca) is a pleasant community of 100,000 people located in southern Ontario approximately one hour west of Toronto.

The Department is responsible for delivery of professional and specialist education, basic and applied research, and research training in the fields of Anatomic Pathology, Avian Medicine, Bacteriology, Clinical Pathology, Fish and Aquatic Animal Medicine, Immunology, Laboratory Animal Medicine, Parasitology, Virology and Wildlife/Zoo Animal Medicine. The Department works in collaboration with the Animal Health Laboratory which provides laboratory diagnostic services for the animal-owning public of Ontario, referring veterinarians and the VTH. In addition to courses in the DVM and BSc programs, the Department offers Graduate Diploma, MSc, DVSc and PhD programs in the departmental discipline fields. The Chair is responsible for fostering academic excellence and for providing administrative leadership. The Chair works collaboratively with other College administrators to further the mission of the College and University.

Salary and rank will depend on qualifications and experience. Applications should be accompanied by a detailed curriculum vitae, the names of at least three referees and a brief statement of interest in the position. Letters of nomination should include biographical details of the nominee. The deadline for applications and nominations is **March 15, 2002** or until a suitable applicant is identified, and should be sent to: **Dr. Alan H. Meek, Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1 Canada.**

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

Brock University
Careers begin here!

Chair of Nursing
Department of Nursing

Brock University is seeking applicants for a Chair of the newly established Nursing Department effective July 1, 2002. This appointment is a probationary tenure track position at the Associate/Full Professor level.

Committed to the provision of quality nursing education, the Nursing Department currently offers a BScN Degree in collaboration with Loyalist College, and a Post RN Degree Completion Program with an online program under development. This is an opportunity to work with the existing dynamic team to build the Nursing Department. The Department is undergoing an expansion which will see the development of many exciting opportunities, including a graduate program and international initiatives, over the next several years.

Applicants are expected to have a PhD in Nursing or an equivalent combination of qualifications, a solid research and publication record and a strong clinical background which encompasses primary health care principles. Preference will be given to candidates with substantial teaching, management and leadership experience. Eligibility for registration with the College of Nurses of Ontario is a requirement.

The Niagara Peninsula offers a beautiful environment and unique lifestyle which includes outdoor recreational activities, affordable housing, excellent educational facilities, world-class wineries, and close proximity to the Great Lakes and large urban centres such as Toronto.

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Dr. John Hay, Chair
Department of Community Health Sciences
Faculty of Applied Health Sciences, Brock University
St. Catharine, Ontario, Canada L2S 3A1

E-mail: jhay@arnie.pec.brocku.ca

Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website at www.BrockU.ca.

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